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Vol. LX, No. 7	CONTENTS	July 29, 1960
Employment Review		653
Collective Bargaining Review		656
Notes of Current Interest		662
House of Commons Debates of Labour Interest: A Guide ..		665
Women in the Labour Force:		
The Women's Bureau		667
Women as Part-Time and Part-Year Workers		668
Legislation Affecting Women's Work		672
Graduate Training in Business for Women		675
89th Annual Meeting, Canadian Manufacturers' Association		676
Laval University's 15th Industrial Relations Conference		689
Seasonal Unemployment in Canada—3		694
Industrial Fatalities during First Quarter of 1960		701
Manual on Older Worker Problem		704
50 Years Ago This Month		705
Teamwork in Industry		706
Industrial Relations and Conciliation:		
Certification Proceedings		707
Conciliation Proceedings		709
Labour Law:		
Changes in Workmen's Compensation Laws		710
Legal Decisions Affecting Labour		713
Recent Regulations under Provincial Legislation		715
New York State Minimum Wage Law		722
Unemployment Insurance:		
Monthly Report on Operations		724
Decisions of the Umpire		725
Labour Conditions in Federal Government Contracts		729
Prices and the Cost of Living		734
Publications Recently Received in Department's Library		736
Labour Statistics		742

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EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Labour Force Survey, June

Between May and June the number of persons with jobs increased by an estimated 162,000 to 6,154,000. The increase during the month in both farm and non-farm employment was about average for this time of year. Almost all of the gain was among men, with little change in the employment of women.

Non-farm activities accounted for virtually all of the employment expansion during June. As is usual at this time of year, large gains occurred in construction and forestry. Employment in Quebec increased more than is usual for the month, while in Ontario the gain was below normal. In other regions the employment changes were mainly seasonal.

Compared with a year earlier, there were 101,000 more persons with jobs, about three-quarters of the increase being among women. Farm implement declined by 49,000 over the year, while the number of job holders in non-farm industries increased by 150,000. Most of the gain took place in the service industries.

The number of persons without jobs and seeking work decreased by 99,000 over the month to 300,000 in June. The number of persons on temporary lay-off was practically unchanged at 15,000. All of the decline in job-seekers was among males and half of it took place in Quebec. Of those currently seeking work, 248,000 were men and 52,000 were women.

The June estimate of persons without jobs and seeking work represented 4.6 per cent of the labour force, compared with 3.7 per cent in June 1959 and 5.2 per cent in June 1958. The Ontario and Pacific regions were mainly responsible for the increase over the year; about four-fifths of the over-all gain occurred in these two regions.

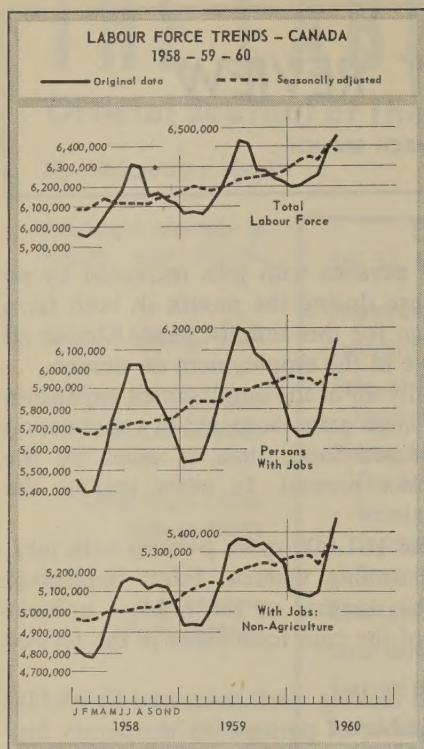
Of the 300,000 seeking work in June, 85,000 had been seeking work for less than one month; 91,000 for one to three months; 124,000 for four months or more.

The classification of the 110 labour market areas was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 68 (51); in balance, 39 (58).

The labour force as estimated from the monthly sample survey conducted by the Dominion Bureau of Statistics totalled 6,454,000, and in the week which ended on June 18, 1960. This total compares with 6,391,000 a month earlier.

A breakdown of these labour force data indicates that 5,761,000 or 89.3 per cent of those in the labour force usually worked 35 hours or more at the jobs they held in the survey week; 393,000 or 6.1 per cent usually worked less than 35 hours; 300,000 or 4.6 per cent were without jobs and seeking work. Classed as not in the labour force are such groups as those keeping house, going to school, retired or voluntarily idle, too old or unable to work. These numbered 5,326,000.

The survey provides additional information about those who worked less than full time and were not regular part-time workers. Of the persons in this category 70,000 or 1.1 per cent of the labour force worked less than full time



on account of short time and turnover (39,000 being on short time and 17,000 having found jobs during the week), 15,000 or 0.2 per cent of the labour force were not at work due to temporary lay-off, while 262,000 or 4.1 per cent of the labour force worked less than full time for other reasons. The other reasons included illness (85,000), vacation (85,000), bad weather (33,000), and other (59,000).

During the corresponding week in 1959 there were 6,287,000 in the labour force of whom 5,691,000 usually worked 35 hours or more at the jobs they held during that week; 362,000 usually worked less than 35 hours; and 234,000 were without jobs and seeking work. There were 5,267,000 classed as not in the labour force.

The number of persons with jobs in the *Atlantic* region increased by an estimated 37,000 to 539,000 between May and June, about normal for the season; employment in the *Quebec* region showed a more-than-seasonal

rise between May and June. The number of persons with jobs in June was estimated to be 1,715,000, an increase of 85,000 over the previous month; in *Ontario* the number of persons with jobs increased by an estimated 15,000 to 2,283,000 between May and June, 44,000 more than the previous year; employment increased seasonally in the *Prairie* region from May to June. The estimated increase of 18,000 brought total persons with jobs to 1,085,000, up 12,000 from a year earlier; employment continued to rise in the *Pacific* region, though more slowly than in past years. The number of persons with jobs increased by an estimated 7,000 to 532,000 between May and June. Over the year, employment declined by 16,000, mainly in manufacturing, construction, transportation and communication industries.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	June 1960	June 1959	June 1960	June 1959	June 1960	June 1959
Metropolitan.....	—	—	10	5	2	7
Major Industrial.....	1	1	22	15	3	10
Major Agricultural.....	—	—	5	4	9	10
Minor.....	1	—	32	27	25	31
Total.....	2	1	69	51	39	58

Current Labour Statistics

(Latest available statistics at July 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 18	6,454,000	+ 1.0	+ 2.7
Persons with jobs.....	June 18	6,154,000	+ 2.7	+ 1.7
Agriculture.....	June 18	682,000	+ 1.0	- 6.7
Non-agriculture.....	June 18	5,472,000	+ 2.9	+ 2.8
Paid workers.....	June 18	5,010,000	+ 2.5	+ 2.3
Usually work 35 hours or more.....	June 18	5,761,000	+ 3.0	+ 1.2
At work 35 hours or more.....	June 18	5,414,000	+ 3.1	+ 1.0
At work less than 35 hours, or not at work due to short time and turnover.....	June 18	70,000	- 4.1	+20.7
for other reason.....	June 18	262,000	+ 6.1	+ 2.3
Not at work due to temporary layoff.....	June 18	15,000	-25.0	+ 7.1
Usually work less than 35 hours.....	June 18	393,000	- 1.8	+ 8.6
Without jobs and seeking work.....	June 18	300,000	-24.8	+28.2
Registered for work, NES(b)				
Atlantic.....	June 16	40,800	-47.7	- 1.2
Quebec.....	June 16	121,800	-43.3	+23.5
Ontario.....	June 16	138,400	-27.4	+32.7
Prairie.....	June 16	50,900	-41.6	+28.9
Pacific.....	June 16	49,300	-23.2	+32.5
Total, all regions.....	June 16	401,200	-36.8	+25.0
Claimants for Unemployment Insurance bene- fit.....				
Amount of benefit payments.....	May 31 May	364,323 \$52,205,580	-49.0 -15.5	+30.4 +29.1
Industrial employment (1949 = 100).....	April	114.8	+ 0.5	- 0.8
Manufacturing employment (1949 = 100).....	April	108.8	- 0.2	- 0.6
Immigration.....	1st.Qtr. 1960	16,599	—	- 2.1
Destined to the labour force.....	1st.Qtr. 1960	8,087	—	+ 0.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	43	+13.2	0.0
No. of workers involved.....	June	7,309	+ 2.2	-13.3
Duration in man days.....	June	53,260	-28.9	- 7.1
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	April	\$78.48	+ 0.6	+ 3.7
Average hourly earnings (mfg.).....	April	\$1.79	+ 0.6	+ 4.1
Average hours worked per week (mfg.).....	April	40.5	0.0	- 0.5
Average weekly earnings (mfg.).....	April	\$72.37	+ 0.6	+ 3.4
Consumer price index (av. 1949 = 100).....	June	127.6	+ 0.2	+ 1.4
Real weekly earnings (mfg. av. 1949 = 100)....	April	136.0	+ 0.1	+ 1.7
Total labour income.....\$000,000	April	1,487	+ 1.7	+ 4.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	May	169.9	+ 3.3	+ 2.2
Manufacturing.....	May	153.3	+ 3.7	+ 0.3
Durables.....	May	153.7	+ 3.6	- 1.5
Non-Durables.....	May	153.0	+ 3.7	+ 2.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 414, April issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During June 32 major settlements provided new collective agreements for approximately 40,000 workers in various Canadian industries. In addition, four major asbestos mining companies in the Quebec eastern townships were ironing out final details of a new agreement similar to the ones signed during the month by Canadian Johns-Manville and Lake Asbestos of Quebec. A number of settlements were worked out in the pulp and paper industry and bargaining was expected to start shortly in logging. In the dispute between the railways and the non-operating unions, both parties presented their final arguments before a conciliation board.

Of the settlements that were concluded during the month, two were negotiated while work stoppages were in progress. The largest halted production of Caribou Aircraft at **De Havilland Aircraft Company** when 1,300 workers represented by the **United Auto Workers** were called out on strike. The union had demanded a supplemental unemployment benefit plan, an improved cost of living clause and improvements in the company's medical and life insurance program as well as wage increases. The company's pre-strike offer of a 5-cent-an-hour increase for each year of a three-year agreement was rejected by the employees. After an eight-day work stoppage the union accepted a two-year settlement providing 8 cents an hour increase this year and 7 cents an hour next year, with an additional 4 cents an hour for skilled tradesmen. There was no provision made for the SUB, but sickness and accident benefits were improved and the provisions of the cost of living bonus were made more liberal.

The second major work stoppage, also in the aircraft industry, was at **Canadian Aviation Electronics**, Montreal. The **International Union of Electrical Radio and Machine Workers** called a strike when the company did not accept a conciliation board recommendation for a 12-per-cent wage increase. After a 10-day work stoppage, the employees voted to accept the company's offer of a 7-per-cent wage increase during the life of a three-year agreement.

Municipal employees in the **City of Toronto** will receive a wage increase of 6½ per cent over two years in the new agreement signed between the city's Board of Control and the **Public Employees Union**. The 2,000 inside workers will get a 3½ per cent wage increase retroactive to April 1, 1960 and a further 3 per cent increase effective April 1, 1961. These increases, however, will not be compounded. The city also agreed to pay 50 per cent of a medical plan similar to the PSI Brown Plan. All new employees will be required to become union members within 60 days instead of 110 days. The city failed to reach an agreement with the outside workers represented by the same union and conciliation services were requested.

Collective bargaining was in progress during the month in Toronto and Montreal between the **International Ladies' Garment Workers' Union** and the **Dress Manufacturers Guilds**. The union's demands followed the policy set at a recent Montreal co-ordinating conference of local delegates who met to prepare for the forthcoming negotiations with garment manufacturers in Montreal, Toronto, Winnipeg, Edmonton and Vancouver. The new policy called for a reduction in the work week to 37½ hours without a loss in pay, as well as a general wage increase of 15 per cent. In addition, it was requested that the

employer's contribution to the severance pay fund be increased from one half per cent to one per cent; that two additional paid statutory holidays be granted; and that the union label be sewed into all manufactured garments.

Considerable progress was made in re-negotiating agreements in the pulp and paper industry in Eastern Canada. Settled early in July was an agreement between the pulp and paper unions in **Bowater Newfoundland Pulp and Paper Corp.** on terms similar to other pulp and paper settlements. In B.C. the primary pulp and paper mills reached a settlement which will give approximately 5,000 workers a 4 per cent wage increase during the next year. Details of these settlements will be published in next month's edition of the **Labour Gazette**.

Major Settlements in 1960

Wage settlements contained in major agreements signed during the first six months of 1960 have been tabulated for presentation in this review. During that period a total of 95 major collective agreements covering more than 117,000 workers were negotiated and signed in Canada. As in the 1959 settlements, approximately 65 per cent of the new major agreements were for terms of approximately two to three years, with the majority running for a two-year period. The remaining 35 per cent of the agreements covered in the study were for a one-year period.

Base rate increases up to 10 cents an hour were agreed upon in slightly more than half of the one-year settlements, with most of the increases in the order of 5 to 9.9 cents per hour. All but one of the eight one-year contracts providing for increases within the 15.0 to 19.9 cents per hour range were in pulp and paper mills located in Eastern Canada. A total of four new settlements, two of them in logging, were signed for one year without provision for wage increments. Most of the two-year agreements which constituted more than half of all settlements concluded in the period provided for wage increases between 5 and 14.9 cents per hour over the life of the agreement. Approximately three-quarters of the three-year agreements provided for increases to the base rates totalling 15 to 30 cents per hour.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1960

Collective agreements covering 500 or more workers concluded between January 1 and June 30, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreements in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	4	2,550								
0.1- 4.9.....	4	3,520								
5.0- 9.9.....	12	11,150	1	1,900	18	16,730			1	750
10.0-14.9.....	2	3,000			20	31,070			2	1,300
15.0-19.9.....	8	13,660			9	16,570			2	1,670
20.0-24.9.....					4	3,880	1	2,180	3	3,220
25.0-29.9.....									1	2,000
30.0 and over.....					1	700			2	1,380
Total.....	30	33,880	1	1,900	52	68,950	1	2,180	11	10,320

*Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During July, August and September 1960 (except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Dominion Stores, Montreal, Que.	Retail Clerks (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
Asbestos Corp., Theftord Mines, Que.	Mining Empl. Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkrs.)
City of Winnipeg, Man.	Public Service Empl. (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assoc. (Ind.)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Dress Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fraser Cos., Cabano, Que.	Woodcutters, Farmers Union (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)

Company and Location	Union
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CCCL)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL- CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Paper mills (various), B.C.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens, Que.	Woodcutters, Farmers Union (Ind.)
Sask. Power Corp., Regina, Sask.	Oil Wkrs. (AFL-CIO/CLC)
Steinbergs, Montreal, Que.	Empl. Protective Assoc. (Ind.)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co. of Can., Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. Federation (CCCL) I.B.E.W. (AFL-CIO/CLC)
B.C. Electric, province-wide	Longshoremen and Warehousemen (CLC)
B.C. Shipping Fed., Vancouver, New Westmin- ster, Port Alberni, Victoria, Chemainus, B.C.	Pulp and Paper Wkrs. Federation (CCCL)
Canada Paper, Windsor Mills, Que.	Public Empl. (CLC) (outside staff)
City of Toronto, Ont.	Mine Wkrs. (Ind.)
Coal Operators' Assoc., western Canada	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Port Alfred, Que.	Mine Wkrs. (Ind.)
Drumheller Coal Operators' Assoc., Southern Alta. Food stores (various), Vancouver, B.C.	Retail Clerks (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., northern B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)

Conciliation Board

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
CNR, CPR, other railways, Montreal, Que.	15 unions (non-operating empl.)
Dairies (various), Toronto, Ont.	Teamsters (Ind.)
Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades' Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)
Winnipeg Transit Commission, Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Price Bros., Kenogami, Que.	Woodcutters, Farmers Union (Ind.)
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Arbitration Board

Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (female)
Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Federation (CCCL) (male)

Work Stoppage

(No cases during June)

Part III—Settlements Reached During June

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 1,400 empl.—11¢-an-hr. increase eff. June 1, 1960 and an additional 4¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

BAKERIES (VARIOUS), VANCOUVER, B.C.—BAKERY WKRS. (CLC): 2-yr. agreement covering 550 empl.—a general wage increase of 5½% for each yr. of the agreement; improved vacations for senior empl.; changes in the welfare plan coverage.

BRISTOL AERO INDUSTRIES, WINNIPEG, MAN.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—no immediate change in wage rates but provision made for reopening negotiations on wages only, on Feb. 1, 1961; some adjustment of vacation allowances; introduction of pension plan which will be non-contributory for present empl. and provides vesting rights after 20 yrs. service.

B.C. ELECTRIC RAILWAY, COMPANY-WIDE—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 2,100 empl.—6½¢-an-hr. increase eff. June 1, 1960; an additional 6½¢-an-hr. increase eff. Mar. 1, 1961; another 7¢-an-hr. increase eff. Jan. 1, 1962 at which time the new basic rate will be \$2.40 an hr.; some improvements in vacation provisions for long service empl.; extension of 9 statutory holidays to all empl.; 1¢-an-hr. tool allowance for tradesmen.

B.C. TELEPHONES, PROVINCE-WIDE—B.C. TELEPHONE WKRS. (IND.): 2-yr. agreement covering 6,000 empl.—wage increase of 3% eff. April 1, 1960; an additional 3% increase eff. Dec. 1, 1960, with another 2% increase eff. August 1, 1961; 3 wks. paid vacation after 7 yrs. of service and 4 wks. vacation after 25 yrs. of service (formerly 3 wks. after 8 yrs. and 4 wks. after 30 yrs.).

BUILDING SUPPLIERS, VANCOUVER, B.C.—TEAMSTERS (IND.): 2-yr. agreement covering 1,000 empl.—10¢-an-hr. wage increase retroactive to Jan. 1, 1960; another 10¢-an-hr. increase eff. Jan. 1, 1961; improvements in welfare plan.

CAN. WIRE & CABLE, LEASIDE, ONT.—U.E. (IND.): 2-yr. agreement covering 1,260 empl.—5¢-an-hr. general increase eff. May 18, 1960, an additional 4¢-an-hr. increase eff. May 17, 1961; improvements in the existing non-contributory pension plan.

CDN. AVIATION ELECTRONICS, MONTREAL, QUE.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—a general increase of 3% eff. June 20, 1960; an additional 2% increase eff. June 20, 1961; and further 2% increase eff. June 20, 1962; 3 wks. vacation after 13 yrs. of service (previously no provision for 3 wks. vacation); 1 extra paid statutory holiday making a total of 9 per yr.

CDN. JOHNS-MANVILLE, ASBESTOS, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 2,000 empl.—a wage increase ranging from 6¢ to 28¢ an hr. over the 2-yr. period; the new base rate in the second yr. will be \$1.91 per hr.; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); changes in shift differentials; increased hospital benefits.

CDN. SUGAR FACTORIES, RAYMOND, ALTA.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 500 empl.—permanent empl. to receive an increase of 7¢ an hr. eff. July 1, 1960 and a further 7¢ an hr. eff. July 1, 1961; temporary empl. to receive an increase of 4¢ an hr. eff. July 1, 1960 and an additional 4¢ an hr. eff. July 1, 1961; eff. in 1961 empl. with 20 yrs. of service will be entitled to 4 wks. vacation.

CASCAPEDIA MFRS. & TRADING, GASPE PENINSULA, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 800 empl.—daily rate for labourers increased by 25¢ during the first yr. and an additional 25¢ during the second yr.; piece rates increased to \$4.75 per cord during the first yr. and to \$5.40 per cord during the second yr.; provision for wage reopener before July 31, 1961; union shop with provision that all wkrs. become union members within 35 days of employment.

CITY OF OTTAWA, ONT.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 1,700 empl.—a general increase of 4% during the first yr. with another 4% increase during the second yr.; longevity pay providing for a bonus of \$50 a yr. after 10 yrs. of service, \$100 a yr. after 15 yrs., \$150 a yr. after 20 yrs., and \$200 a yr. after 25 yrs.

CITY OF TORONTO, ONT.—PUBLIC EMPL. (CLC) (INSIDE STAFF): 2-yr. agreement covering 2,100 empl.—a general wage increase of 3½% retroactive to April 1, 1960; an additional 3% increase eff. Mar. 31, 1961; employees and employer to share equally the cost of PSI Brown Plan.

CONSOLIDATED DENISON MINES, QUIRKE LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—4¢-an-hr. increase eff. June 24, 1960, an additional 5¢-an-hr. increase eff. June 24, 1961, and a further 5¢-an-hr. increase eff. June 24, 1962; 2 wks. vacation with pay after 2 yrs. of service (formerly 2 wks. after 5 yrs.); 6 legal holidays annually regardless of the day of observance; continuity bonus of \$6 per month to maximum of \$400; revocable checkoff provision.

COURTAULDS (CAN.), CORNWALL, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 1-yr. agreement covering 1,450 empl.—a general wage increase of 4¢ an hr.; 4 wks. vacation after 30 yrs. of service (formerly no provision for 4 wks. vacation).

DEHAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—8¢-an-hr. increase eff. June 22, 1960; an additional 7¢ an hr. eff. June 22, 1961; skilled trades to receive an additional increase of 4¢ an hr.; settlement pay of \$50 per empl. with the amount prorated for those who work less than full time.

DOMINION GLASS, MONTREAL, QUE.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 950 empl.—a general wage increase of 12¢ an hr.; eff. in 1961 empl. with 25 yrs. of continuous service will be entitled to 4 wks. vacation (formerly no provision for 4 wks. vacation); 1 additional holiday for a total of 8 statutory holidays annually.

DOM. RUBBER (FOOTWEAR DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—base rates for male empl. increased by 4¢ an hr. and for female empl. 2¢ an hr. eff. June 16, 1960; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 11 yrs.); improved shift premiums; improved medical plan with extension to cover retired empl.

DOMINION STORES, TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 16-mo. agreement covering 1,700 empl.—an increase of \$4 per wk. eff. June 6, 1960; an additional \$3.50 per wk. eff. Nov. 1, 1960; immediate reduction of work week from 43 to 42 hrs.; a further reduction of work week to 41 hrs. eff. Nov. 1, 1960; a final reduction of work week to 40 hrs. eff. May 1, 1961; eff. in 1961 empl. with 12 yrs. service will be entitled to 3 wks. vacation and those with 23 yrs. service will have 4 wks. vacation (formerly 3 wks. after 15 yrs. and no 4 wk. provision).

GATINEAU POWER, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—4% increase eff. in the first yr. and 3% during the second yr.; 3 wks. vacation after 15 yrs. of service (formerly 3 wks. after 25 yrs.); 4 wks. vacation after 25 yrs.

GLOVE MFRS. ASSOC., MONTREAL, ST. RAYMOND, LORETTEVILLE, ST. TITE, QUE.—CLOTHING WKRS. FEDERATION (CCCL): 2-yr. agreement covering 800 empl.—male empl. to receive 5¢-an-hr. increase retroactive to Mar. 1, 1960 and a further 5¢-an-hr. increase eff. Mar. 1, 1961; women empl. to receive an increase of 4¢ an hr. retroactive to Mar. 1, 1960 and 4¢ an hr. eff. Mar. 1, 1961; improvements in seniority clause and vacations.

GOODRICH CANADA, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—a general increase of 7½¢ an hr. retroactive to Jan. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 11 yrs.); improved shift premiums; provision for SUB.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS: 1-yr. agreement covering 900 empl.—wage increases ranging from 11¢ to 20¢ an hr. retroactive to May 1, 1960; an additional increase ranging from 4¢ to 8¢ an hr. eff. Nov. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

LAKE ASBESTOS OF QUEBEC, BLACK LAKE, QUE.—MINING EMPL. FEDERATION (CCCL): 2-yr. agreement covering 500 empl.—wage increases ranging from 6¢ to 23¢ an hr. during the course of the agreement; increases retroactive to Jan. 1, 1960; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); labourers' base pay will be \$1.87 an hr. in 1960 and \$1.91 an hr. in 1961.

METROPOLITAN TORONTO, ONT.—PUBLIC EMPL. (CLC) (OFFICE STAFF): 2-yr. agreement covering 2,000 empl.—a general increase of 3½% retroactive to Mar. 30, 1960; 3% increase eff. Mar. 30, 1961; these increases are not to be cumulative; employer and employees to share equally the cost of the PSI Brown Plan; all empl. to become union members after 110 days of employment.

NORTON CO., CHIPPAWA, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general wage increase ranging from 5¢ to 13¢ an hr. retroactive to May 21, 1960; 3 wks. vacation after 10 yrs. of service.

REGENT KNITTING MILLS, ST. JEROME, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—settlement terms not yet available.

REGINA GENERAL HOSPITAL, REGINA, SASK.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 700 empl.—a general increase of 3½% retroactive to Jan. 1, 1960; a further increase of 2½% eff. Jan. 1, 1961; additional adjustments were made to the wages of technicians and tradesmen.

ST. BONIFACE GENERAL HOSPITAL, ST. BONIFACE, MAN.—EMPL. UNION OF HOSPITAL INST. (IND.): 1-yr. agreement covering 800 empl.—a general increase of \$10 per mo. retroactive to April 1, 1960; 3 wks. vacation after 10 yrs. of continuous service (previously 3 wks. after 15 yrs.).

SCOTT CLOTHING, LONGUEUIL, QUE.—EMPL. ASSOC. (IND.): 1-yr. agreement covering 600 empl.—a general increase of 7½¢ an hr. eff. July 2, 1960; an additional paid statutory holiday for empl. with 4 yrs. or more seniority; company to contribute an additional ½¢ an hr. to pension plan making it a total of 7½¢ an hr.

HOWARD SMITH PAPER, CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—increases ranging from 11¢ to 13¢ an hr. to become eff. May 1, 1960, with a further increase ranging from 4¢ to 7¢ an hr. eff. Nov. 1, 1960; improved vacation allowance; additional paid statutory holiday; expansion in the bereavement leave allowance.

WABASSO COTTON, WELLAND, ONT.—TEXTILE COUNCIL (IND.): 2-yr. agreement covering 600 empl.—5¢-an-hr. eff. June 27, 1960; an additional 3¢-an-hr. increase eff. June 27, 1961.

NOTES OF CURRENT INTEREST

Many Canadian Skilled Workers Trained Abroad, Survey Finds

Thirty-five per cent of all tradesmen interviewed during a Department of Labour survey that sought some insight into the ways in which workers in five selected skilled trades had acquired their skill had received the greater part of their training outside Canada, it is stated in a bulletin based on the survey. The bulletin is No. 4 in the series produced by the Research Program on the Training of Skilled Manpower.

The proportion of tradesmen trained outside Canada ranged from a high of more than 50 per cent in the case of draughtsmen to 22 per cent in sheet metal working.

The more highly skilled the trade, the greater was the dependence on immigration as a source of skilled workers. "This suggests that, up to the time of the survey, training facilities in Canada were failing to keep pace with manpower requirements, and this was particularly pronounced in the more highly skilled occupations," the report says.

The samples of workers interviewed comprised tool and die makers, sheet metal workers, floor moulders, draughtsmen, and electronic technicians in the Toronto and Montreal labour markets.

Other information sought in the survey, says the foreword to the bulletin, included: the opinions of workers as to what formed the most valuable part of their training, how they regarded their trade in relation to other occupations, how technological changes were affecting training needs, and the sources of workers in skilled trades.

"It was felt that data of this kind would be of value in suggesting ways in which the education and training of workers for the skilled trades could be improved and would, therefore, assist educational authorities, industry, labour, government, and other interested groups in their efforts to meet industry's changing requirements for skilled and technical manpower," the report says.

The bulletin gives a summary of the findings of the survey, followed by tabulated data relating to each of the five trades dealt with. A further, detailed analysis of the tabular material is contained in a

separate report for each trade, which can be obtained from the Economics and Research Branch, Department of Labour.

The report mentions four criteria as having decided the choice of trades to be studied. These were: that the skills required in the trade have been affected by technological changes, that the trade represents an important occupational group, that it is likely to grow in importance as mechanization increases in industry, and that it is one to which entrance is frequently gained by apprenticeship.

"In selecting the industries and establishments to be covered for each trade, an attempt was made to have as broad an industry coverage as possible within the limits imposed by the manpower and time available for the study. The number of workers to be selected from a particular industry and establishment was related to the number employed in that trade in the establishment and in the industry of which the establishment formed part," the report states.

Hospital Insurance Agreement Signed with Yukon Territory

The eleventh agreement under the Hospital Insurance and Diagnostic Services Act has been completed with the signing of an agreement with the Yukon Territory on June 29.

The Yukon Plan, which came into operation on July 1, is similar in scope to that in a number of other areas of the country. It includes all of the in-patient services required under the federal Act and also certain services for out-patients. The latter will be provided within 24 hours after an accident or for a longer period in cases where the required services cannot be obtained within that time.

The Plan will be financed out of the general revenues of the Territory and no premiums or authorized charges will be levied to meet the Yukon share of the joint undertaking. Under the terms of the Hospital Insurance and Diagnostic Services Act, the Dominion Government contributes approximately 50 per cent of costs on a nation-wide basis.

CLC Executive Council Deals with Matters Referred by Convention

Prompt adoption by the federal Government of proposals made by the Canadian Labour Congress at the 1958 National Winter Employment Conference was called for last month by the CLC Executive Council. The Council held a three-day meeting in Ottawa to deal with resolutions referred to it by the Congress convention in April.

At the meeting, the Council also pronounced the formal sentence of expulsion from the CLC of the International Brotherhood of Teamsters, which had failed to take advantage of the 30 days of grace granted it by the convention.

The Council also called for:

—Publication earlier in the year of the Government's plans for dealing with winter unemployment.

—A large program of public works to provide employment, and measures to encourage and help in the building of houses.

The Council proposed revisions in unemployment insurance legislation that would have the effect of:

—Making benefits available to workers who have exhausted their benefits or are unable to qualify, with the cost borne not by the Unemployment Insurance Fund but met out of public funds.

—Modify disqualification regarding unemployment due to work stoppages.

—Provide unemployment assistance to persons released from prison.

—Extend provisions of the Act to all civic employees.

Among a number of suggestions regarding changes in taxation recommended by the Council were those calling for a more progressive income tax, with higher exemptions for married and single persons and on account of dependents, as well as several kinds of new exemptions.

The Council condemned "the racist features and breaches of civil liberties" in Canada's present Immigration Act. It asked the Government to establish a national advisory committee on immigration composed of representatives of farmers, labour, management, welfare agencies and other bodies. It also proposed that "the admission of immigrants be consistent with the absorptive capacity of the country."

Support was given in principle to the programs of organized farmers for fair prices for farm products. The Council also asked for the establishment of a Royal Commission to investigate the prices of agricultural implements, and repudiated any suggestion that wage increases obtained by workers in the farm implement industry

were in any way responsible for the high price of implements.

The Council supported civil servants in their requests for salary increases, and condemned the Government's action in granting piecemeal increases to civil servants without making the increases retroactive. It also reiterated previous demands for collective bargaining rights for civil servants.

The Council again asserted its opposition to the principle of compulsory arbitration and the use of injunctions in labour disputes. Denial to any group of employees of the right to strike was strongly condemned.

Elimination of trading stamps by law was asked for by the Council. Another resolution protested "the outrageous interest rates and other charges of finance companies."

Independent Research Group Says Chignecto Canal Feasible

The Chignecto Canal is "technically feasible" and, from a climatic point of view, usable, according to a report by an independent research organization that was commissioned by the Chignecto Canal Committee.

The cost of the project, estimated at \$90 million, "could be more than counterbalanced by increased revenues from the region," the report said.

The report, by Economic Research Corporation of Montreal, was released by Michael Wardell of Fredericton, honorary secretary of the Canal Committee. The report was prepared under the direction of Dr. D. E. Armstrong, McGill University, and Dr. D. H. Hay, Massachusetts Institute of Technology.

The Canal would connect the Bay of Fundy with the Northumberland Strait.

The Canal is pictured by the report as an extension of the St. Lawrence Seaway linking it with a sheltered route for Atlantic coastal shipping. It adds that Great-Lakes-type boats, cheaper than ocean-going ships to build and operate, could be used in the waterway.

J.H. Oldenbroek Resigns as ICFTU Secretary-General; Becu Succeeds

J. H. Oldenbroek of The Netherlands, Secretary-General of the International Confederation of Free Trade Unions for the past 10 years, resigned from the post last month.

He will be succeeded by Omer Becu of Belgium, Secretary-General of the International Transport Workers' Federation.

The ICFTU represents an estimated 57,000,000 union members in 100 countries.



Pictured at a testimonial dinner to John McLeod, retired Vice-President in Canada of the Bricklayers, Masons and Plasterers' International Union, are (from left): John W. Bruce, Organizer for the Plumbers and Pipefitters; S. J. Finlay, Vice-President, Eastern Canada, International Brotherhood of Boilermakers; CLC President Claude Jodoin; Mr. McLeod; and J. J. Murphy, International President of the Bricklayers.

Testimonial Dinner Honours John McLeod, Bricklayers' Vice-President

John McLeod, for 40 years Vice-President in Canada of the Bricklayers, Masons and Plasterers' International Union, a union officer for 52 years, and a trade unionist for 56 years, was honoured recently at a testimonial dinner in Toronto.

Mr. McLeod, now 78 years of age, was apprenticed as a stonecutter in his native Scotland at the age of 15 years. In 1903 he became a member of the Stonemasons' Union in Scotland. Early in 1904 he came to Canada, and worked at his trade in Toronto and Niagara Falls, becoming a member of the Niagara Falls local of the Bricklayers, Masons and Plasterers in the same year.

In 1908 Mr. McLeod was elected Recording Secretary of Local 26, Toronto, and in 1910 he became business agent for the local, at that time a job that occupied only three months of the year. He worked as a stonemason during the remaining nine months.

Mr. McLeod was for several years President of the Ontario Provincial Conference of the Bricklayers Union, until in 1918 he was appointed special deputy of the international union. Two years later he was elected Vice-President by acclamation.

In 1934, he represented the Trades and Labour Congress at the Tolpuddle Martyrs Centennial, and was TLC fraternal delegate to the Trades Union Congress.

Mr. McLeod served throughout World War II as a member of the National Joint Conference Board, a tripartite board set up by the federal Government to advise the Minister of Labour.

In 1949 he was an adviser to the Government Delegate to the Second Session of the ILO Building, Engineering and Public Works Committee, held in Rome.

Mr. McLeod was known for his moderation and talent for conciliation in his dealings as a union official. It is said that during his 40 years as vice-president there wasn't one officially sanctioned strike in his jurisdiction. When an unofficial walkout occurred, he used his authority to get the men back to work.

The dinner was attended by about 150 persons from a score of unions and the Canadian Labour Congress. Chairman was S. J. Finlay, Vice-President in Canada of the Boilermakers.

J. B. Metzler, Ontario Deputy Minister of Labour, and R. J. Tallon, former Commissioner of the Unemployment Insurance Commission, were among those present.

U.S. Senate Told about Canadian Labour-Management Co-operation

A summary history of Canadian labour-management co-operation, the annual report of the Labour-Management Co-operation Service of the Department of Labour for the year ended March 31, 1959, and a lengthy extract from the Department's Monthly bulletin *Teamwork in Industry* for May were incorporated last month in the United States *Congressional Record-Senate* on the motion of Senator Jacob Javits.

Senator Javits asked that these documents be printed in the *Record* when he introduced in the Senate a bill for the establishment of an agency of government to be responsible for the development of labour-management councils to increase American productivity.

He said this was remarkable confirmation of the effectiveness of this technique from our neighbour, Canada."

Two Thirds of U.S. Plant Workers Covered by Collective Agreements

Two thirds of the 11,700,000 production and kindred workers employed in manufacturing in the United States in 1958 were in establishments in which a majority of the plant workers were covered by collective agreements. This was shown by a survey by the U.S. Bureau of Labor Statistics, the results of which were summarized in the *Monthly Labor Review* for April.

Nearly 3,900,000 factory workers were in establishments in which collective agreements were either non-existent or extended to only a minority of the employees.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(Page numbers refer to Hansard)

May 26—*Percentage of persons without jobs and seeking work, by number of months looking for work, at the end of corresponding weeks in April in the years 1953 to 1960 inclusive, given in a table presented by the Minister of Labour in answer to a question. The situation "has run pretty well normally for the past eight years," Mr. Starr says (p. 4250).*

There were 228,551 active seasonal benefit claims on April 30, but there have been no complaints from the Canadian Labour Congress or the Canadian and Catholic Confederation of Labour about the cut-off date of May 15 for seasonal unemployment insurance benefits, the Minister of Labour points out in answering a question (p. 4252).

May 27—"Will automation have any effect on Canada's 700,000 unemployed . . . I think we should look twice before completely mechanizing the Post Office Department," says Azellus Dennis (St. Denis) during debate on the Post Office Department estimates (p. 4292).

May 31—*Report of the Royal Commission on coal is expected in the late summer, the Minister of Mines and Technical Surveys tells a questioner. A rumour that three mines in Nova Scotia are likely to be closed before the production of the report is not true, the Minister says in answer to the same questioner (p. 4361).*

June 1—*The unemployment insurance fund balance on April 30, 1957 was \$854,607,845.71; April 30, 1958, \$693,102,899.31; April 30, 1959, \$454,462,498.91; April 30, 1960, \$324,986,215.82 (interim), the Minister of Labour states in reply to a question (p. 4409).*

The Canadian National (West Indies) Steamships does not contemplate repossessioning any of the eight vessels sold to Cuban interests in August 1958; seven of them were in Halifax and one in Baltimore, according to the latest reports, the Minister of Transport says in answering a question (p. 4411).

June 6—*Second reading moved of Bill C-63, to amend the Old Age Security Act to do away with the requirement that an old age security pension must be suspended when a pensioner absents himself from Canada for more than one month (p. 4554).*

The motion was debated at considerable length and the bill passed second reading (p. 4566).

Motion to authorize inquiry into prices of farm machinery by the standing committee on agriculture and colonization is agreed to (p. 4571).

June 7—*A protest from Regina Local 179 of the Plumbers and Steamfitters union regarding the recruitment of United States welders by a company employed by the Saskatchewan Power Corporation, while Canadian welders with suitable experience*

remained unemployed, had been received by her, the Minister of Citizenship and Immigration says in answer to a question. She had asked her department to investigate (p. 4597).

Bill C-63, to amend the Old Age Security Act, read the third time and passed (p. 4599).

June 9—*Question of bringing non-professional hospital employees under unemployment insurance* has been constantly under consideration, the Minister of Labour says in reply to a question (p. 4710).

"Canada needs immigrants for many reasons, the most obvious of which is to provide skills and training necessary for the development of the country," the Minister of Citizenship and Immigration says in outlining the views of the Government on immigration, during debate on her department's estimates (p. 4711).

The Department of Citizenship and Immigration is advertising overseas to the effect that there are openings "in the same areas in which we have thousands upon thousands of unemployed," Harold E. Winch (Vancouver East) says during the same debate (p. 4717).

June 10—*Borrowings from the Minister of Finance on behalf of the unemployment insurance fund* have recently been reduced, the Minister of Finance says in reply to a question. Total loans outstanding from the Minister of Finance were \$37,000,000 on May 31, and on June 9 they had been reduced to \$25,000,000 (p. 4768).

June 13—*Medical care program* proposed by the government of Saskatchewan has not been the subject of consultation between himself or his officials and provincial officials, and the Premier of Saskatchewan has not sought federal financial assistance, the Minister of National Health and Welfare says in reply to questions (p. 4818).

June 15—*The number of people admitted to Canada for permanent landing during the years 1956 to 1959, and the number ordered deported*, are given by the Minister of Citizenship and Immigration in answer to a question (p. 4948).

Unemployment insurance fund investment transactions during April and May are reported by the Minister of Finance in answering a question (p. 4949).

June 20—*A study concerning the values placed on automobiles for duty purposes and discounts on the values of imported cars* is going on, the Prime Minister says in answering a question about his recent

conference with heads of the Canadian automobile industry regarding conditions in the industry (p. 5110).

Resolution to introduce amendments to the Public Service Superannuation Act with respect to contributions, pensionable service, benefits, etc., is debated and concurred in, and Bill C-76 is read the first time (p. 5124).

Resolution to introduce a measure to amend, revise and consolidate the Civil Service Act is debated and concurred in, and Bill C-77 read the first time. The measure "touches all aspects of the appointment, classification, tenure, rights and responsibilities of the Civil Service of Canada, and the powers and duties of the independent Civil Service Commission charged with responsibility in relation thereto," the Minister of Finance explains (p. 5128).

Need for careful consideration of the proposed bill by Parliament is recognized by the Government, the Minister said, and to facilitate such detailed consideration he would propose that the bill, after second reading, be referred to a special select committee of the House for study and report (p. 5155).

June 21—*Figures on unemployment* released by the Dominion Bureau of Statistics on June 9 show that unemployment "both in absolute and relative terms is higher than in the corresponding periods of 1959 and 1958," and higher than in any corresponding period since the great depression, Hon. Paul Martin (Essex East) says in asking how the Government intended to deal with the situation. The Minister of Labour pointed out that according to the release there were 250,000 more persons working than last month and 140,000 more working than in the same period of 1959 (p. 5173).

June 22—*Five hundred strawberry pickers* are needed at Chilliwack and there are only 200 people registered at the National Employment Service office, and 4,000 pickers are wanted in the whole Fraser Valley, Harold Hicks (Fraser Valley) says, asking the Minister of Labour where pickers can be obtained. The Minister promises to bring the matter to the attention of the NES (p. 5241).

A survey to determine the feasibility of building the Chignecto Canal will be made and the cost will be shared equally between the federal Government and the Government of New Brunswick, the Minister of Public Works informs a questioner (p. 5242).

THE WOMEN'S BUREAU

"There is urgent need for more study and analysis of the basic facts about the employment of women and opportunities for their employment." Canadian women's organizations repeatedly brought this appeal to the Government's attention, and this was an important factor in the decision almost six years ago to establish a Women's Bureau in the Department of Labour.

The purpose of the Bureau was to promote a wider understanding of women's role in the contribution to the labour force, and to advance their opportunities in employment in order to enable them to make a more effective contribution to the development of Canada.

In the almost six years of its existence, the Women's Bureau has performed the functions assigned to it:

1. To examine existing data and studies concerning conditions of employment of women workers, and to stimulate additional

research by the appropriate branches of the Department or other research bodies.

2. Using the knowledge so gained, with the help of other branches of the Department, to assemble information of interest to women, and, through speeches and published material, to make it available in such a way as to foster an intelligent approach to women's problems.

3. To develop regular channels between the Department and other public and private agencies, including women's groups and employer and labour organizations, in order to ensure a continuing interchange of information concerning women in employment.

4. To advise the Department on any of its programs affecting women workers, and to be available for consultation with provincial government agencies or other bodies concerned with employed women as requested.

In the performance of its third function (see box), the Women's Bureau has had many contacts recently with women's organizations; staff members gave addresses to and participated in the discussions at several conferences and conventions.

At the 42nd annual conference of the Alberta Association of Registered Nurses, at Banff from May 17 to 20, several speakers from outside the nursing profession addressed the delegates this year. Among these was Mrs. Agnes Beckett, Assistant to the Director of the Women's Bureau, who discussed some of the problems confronting the professional woman.

At the spring convention of the Business and Professional Women's Clubs of Alberta, in Medicine Hat from May 21 to 23, Mrs. Beckett described the aims and work of the Women's Bureau and participated in the discussion of the issues before the meeting. Chief among these was a survey of business and industry being carried out by the Clubs in an effort to measure the effectiveness of the provincial equal pay law passed in 1957. Members reported a favourable reception from businesses so far approached.

A brief to be presented by the Clubs at the forthcoming Government inquiry into the operation of the Alberta Labour Act was also discussed. The Clubs are asking the Board of Industrial Relations and its inspectors, who administer the Act, to give leadership in educating the public with respect to the principle of equal pay for equal work. Also being urged is an increase in the minimum wage rates and identical minima for men and women workers.

The Canadian chapter of *Les Femmes Chefs d'Entreprises* was hostess to the 11th

international convention, held at Montreal from May 29 to June 4. The purpose of the association, founded in France in 1945, is primarily economic, and includes acquainting women with the laws affecting their economic interests and status.

Miss Marion Royce, Director of the Women's Bureau, attended two sessions of the convention, at which delegates from Belgium, France, Great Britain, The Netherlands and West Germany were present. All members of the organization fill executive positions in business and the professions, and the majority are married. The theme of the congress was the survival of the family enterprise and the role of women as partners in or directors of such businesses.

At the annual meeting of the National Council of Women of Canada, held at Niagara Falls from May 30 to June 3, Miss Royce spoke on the history and program of the United Nations Commission on the Status of Women, with particular reference to the 14th session recently held at Buenos Aires. She drew attention to issues currently before the Commission that are of special concern to Canadian women: the status of married women in employment, equal pay for equal work, vocational guidance for girls, age of retirement, legal minimum age of marriage, and the effect of inheritance laws on the status of women.

On June 10 Miss Royce spoke to the University Teachers of Home Economics, a section of the Conference of Learned Societies, on the subject of women in the labour force and the contribution that home economics might make to training women in the future. This talk was followed by a discussion of needed developments in university curriculum in the field.

Women as Part-Time and Part-Year Workers

Both part-time and part-year workers more common in female labour force than among male working population. As women's labour force participation grows, number of workers who do not devote full time to the job will likely increase

Neither the number of women with jobs nor the participation rate of women* gives a measure of the share of the nation's work, in man-hours, weeks or months, that is contributed by women. And the labour force participation rate does not reflect the extent to which the working population is made up of part-time and occasional workers; anyone who does even one hour's work during the survey week is counted in the labour force, and given the same weight in the participation rate as a full-time worker.

(The Dominion Bureau of Statistics monthly bulletin on the labour force survey regularly warns that "while variations in the estimates of the total number of persons with jobs provide a valuable indicator of economic conditions, significant changes in the employment pattern may be concealed unless attention is focussed on the extent to which these people worked less than full time, or were not at work.")

In assessing the contribution of women to the nation's work, it becomes important, as the number of employed women grows, to investigate the effect of the difference in the pattern of women's work from that of men's. A change is taking place in the sex composition of the working population; there may also be a change in the individual contribution to work made by the female members. Since a woman's work-pattern is greatly influenced by obligations that fall on her when she marries, it is likely that the total contribution of women workers would be affected by the increase in recent years in the proportion married.

It is important, too, to ascertain whether the proportion of working women who spend virtually their whole lives in the labour force—a minority of all women—is increasing or decreasing. If the number of labour force members who do not have full-time, year-round jobs is increasing at a faster rate than the number of those who do, the implications may be important.

Women with family responsibilities do not generally commit themselves to full-time, year-round employment. Yet they may arrange to work outside the home for

a few hours a day, perhaps while children are at school, or on certain days of the week. Or they may take on full-time jobs now and then in a seasonal rush, permitting their usual home duties to pile up until they are free again.

Although the two patterns of work are not always mutually exclusive, it is generally true that when women take jobs that do not commit them 100 per cent to the labour force they are either (a) part-time workers in that they work less than the regular weekly hours, or (b) part-year workers. The important factor that distinguishes both categories from regular labour force members (male or female) is that their primary attachment is to duties outside the labour force.

From the labour force survey data it is possible to measure with some degree of accuracy the extent of part-time work. But how many labour force members work only part of the year, and the characteristics of these part-year workers are much more difficult to establish. In this article, attention will be directed first to the identifiable group of part-time workers, and then an attempt will be made to estimate the extent of part-year work.

Part-Time Work

Although it is technically possible to use part-time workers in many factories, industry generally "wants a full working day of seven or eight hours...so that machines can be kept running and the hours fit in with the general organization of the establishment, supervision, transportation arrangements and so on".¹ In North America, industry has made relatively little use of part-time workers except in times of labour shortage. Employers naturally want to avoid disruption of the routine of the plant that is likely to result from introducing part-time work beyond what is necessary to meet unforeseen circumstances that are bound to arise from time to time.

When a plant shuts down because of lack of orders or of raw material, or when illness or the weather prevents workers from putting in full time on the job, the result is what is usually called short-time work or

*Percentage of the civilian female population 14 years of age and over in the labour force, i.e., with jobs or without jobs and seeking work.

¹Dame Mary Smitten: "Problems of Women's Employment in Great Britain," *International Labour Review*, Vol. LXIX, No. 1, Jan. 1954, p. 51.

involuntary part-time work, and it mainly affects men.

But in addition to those who work part time now and then by reason of circumstances beyond their control, many are on a regular schedule of part-time work year in and year out. This arrangement may be due to requirements of the employer whose establishment experiences regular rush periods as well as lulls, or it may be a special plan to enable the worker to fulfil other obligations. In some kinds of establishments such as retail stores and restaurants, the needs of the employer fortunately coincide with the hours that many part-time workers can afford to give to paid work. Women whose commitments to home responsibilities preclude them from giving full time to an outside job make up the majority of regular part-time workers. This class of part-time workers, which in the last five years has been growing in Canada at a much faster rate than the regular full-time working force, can be said to dilute the labour force.

Recognizing that part-time work is among the important issues concerning women workers today, the International Labour Organization has called on experts from many countries to consider part-time work among other questions affecting working women. Already it is clear that opinions are divided as to the probable effects of any large-scale growth in this segment of the labour force.

Women's organizations have expressed fears that part-time employment may "lead to the creation of a special body of women workers of a lower type constituting a threat to the application of the principle of equal pay and to the status of the female labour force as a whole".² Others have raised objections on economic grounds. It has been suggested that if part-time work were to become available on a large scale some women would switch from full-time to part-time work, causing a drop in the overall contribution of women to the working force. Whether or not this would happen is a matter of conjecture. It is certain, however, that the part-time job fills a real need for many. It enables women to add to the family income without neglecting essential duties of the home; at the same time it provides employers with extra help at peak periods.

The meeting of Experts on Women's Employment called by the ILO in 1956 agreed to limit the definition of part-time

work for the purposes of their discussions to regular work carried on for substantially less than normal hours of work by mutual agreement between the employer and the worker. Involuntary short-time work in periods of economic recession, and seasonal and casual work were excluded.

The Canadian Labour Force Survey conducted monthly by the Dominion Bureau of Statistics classes all who work less than 35 hours in the survey week as less than full-time workers. Data are provided separately for those who regularly work part time. These regular part-time workers correspond roughly to the group with which the ILO meeting of Experts on Women's Employment is concerned.

In recent years both the number and proportion of Canadian workers on a regular schedule of part-time work have been growing. This trend is particularly noticeable in the case of women (Table 1).

Despite the fact that the number of part-time jobs has been on the increase, there is "great demand for part-time employment on the women's side... in most of the economically more developed countries".³ Because married women still make up a high proportion of the non-working population the situation is likely to continue. These women are, generally speaking, not looking for full-time jobs, but if suitable part-time jobs were offered many would be ready to accept them.

Unless a very tight employment situation develops there is little hope of heavy demand for part-time workers in factories, although in time of national emergency they could become indispensable. But the growing distributive and service industries will probably continue to offer more part-time employment. It would be hard to imagine retail stores today without the women who help the full-time staff at rush hours and replace them on their days off, or offices without the men and women to clean up after regular workers go home. Considerable success has been achieved in placement of part-time workers in retail stores, restaurants, beauty parlors and laundries. With few full-time domestic workers available nowadays, a great many families rely on part-time household help. In professions in which there is a perennial shortage of help, such as nursing, social work and teaching, it is generally possible to solve the administrative problems, and considerable use is made of part-time workers.

Regular part-time work for women appears to be an established pattern in North America in establishments where it is either a solution to the employer's prob-

² "Part-time Employment for Women", *International Labour Review*, Vol. LXXV, No. 6, June 1957, p. 551.

³ "Part-time Employment for Women", p. 545.

TABLE 1—REGULAR PART-TIME WORKERS

Number and Percentage of all with jobs by sex, four specified months, 1952-1959

(Labour Force Survey estimates in thousands)

	Number		Percentage of All With Jobs	
	Male	Female	Male	Female
1952 November.....	98	154	2.4	13.1
1953 February.....	83	118	2.1	10.6
May.....	75	142	1.8	12.1
August.....	63	117	1.5	9.7
November.....	78	124	1.9	10.4
1954 February.....	80	122	2.1	10.4
May.....	86	143	2.1	12.1
August.....	64	125	1.5	10.2
November.....	74	139	1.8	11.5
1955 February.....	94	144	2.4	12.3
May.....	82	151	2.0	12.3
August.....	68	132	1.5	10.2
November.....	82	158	2.0	12.3
1956 February.....	81	150	2.0	12.0
May.....	92	182	2.2	14.0
August.....	62	160	1.4	11.8
November.....	84	175	1.9	12.7
1957 February.....	93	163	2.3	12.3
May.....	97	199	2.2	14.2
August.....	80	163	1.7	11.5
November.....	123	229	2.8	15.8
1958 February.....	123	213	3.1	15.5
May.....	149	249	3.4	17.4
August.....	93	208	2.0	14.1
November.....	120	236	2.8	16.0
1959 February.....	122	235	3.0	16.1
May.....	131	255	3.0	17.1
August.....	103	216	2.2	14.0
November.....	146	261	3.3	16.9

SOURCE: *Labour Force Survey* monthly bulletins, Dominion Bureau of Statistics.

lem or a means of using help available only part of the time by re-scheduling some of the work. The U.S. Department of Labor reports that: "The recent increases in labor force participation rates of married women have undoubtedly been partially due to expanding part-time job opportunities in suburban stores and service establishments." They add that: "If sufficient additional part-time jobs are not available, there may not be as much continued increase as projected

in the labour force participation rates for this group."⁴

Part-Year Workers

The monthly labour force survey is based on labour force activity during the survey week. It does not, of course, show what proportion of the workers are employed for less than a full year. The only authoritative

⁴ U.S. Department of Labor, *Population and Labor Force Projections for the United States, 1960 to 1975*, Bulletin No. 1242, p. 50.

TABLE 2—NUMBER AND PERCENTAGE OF WAGE-EARNERS IN CANADA* 14 AND OVER EMPLOYED LESS THAN 10 WEEKS AND LESS THAN 20 WEEKS IN YEARS ENDING JUNE 1, 1951 AND 1941, BY SEX

Weeks of Employment	1951		1941	
	Men	Women	Men	Women
Less than 10.....	No. 103,534	60,556	126,342	56,481
	% 3.4	5.6	6.0	8.1
Less than 20†.....	No. 198,382	111,275	244,785	103,018
	% 6.6	10.4	11.6	14.7

* Not including Yukon and Northwest Territories. 1951 includes Newfoundland.

† Includes those employed less than 10 weeks.

SOURCE: 1951 *Census*, Vol. 5, Table 14.

TABLE 3—PERCENTAGE OF WAGE-EARNERS IN CANADA* WHO WORKED LESS THAN 10 WEEKS IN YEARS ENDING JUNE 1, 1951 AND 1941, BY INDUSTRY AND SEX

Industry	Men		Women	
	1951	1941	1951	1941
	%	%	%	%
Agriculture.....	9.1	9.0	19.2	18.0
Forestry and Logging.....	5.8		12.7	
Fishing and Trapping.....	8.6	6.5	13.8	12.9
Mining, Quarrying, etc.....	2.6	4.8	5.0	7.1
Manufacturing.....	2.7	5.1	4.4	8.1
Electricity, Gas and Water.....	2.8	2.9	3.3	3.5
Construction.....	5.9	11.0	6.2	8.4
Transportation, etc.....	2.5	4.4	4.4	5.6
Trade.....	3.3	5.2	6.6	7.8
Finance, Insurance and Real Estate.....	1.4	3.0	3.7	6.1
Service.....	3.0	4.5	6.2	8.3
All Industries.....	3.4	6.0	5.6	8.1

* Not including Yukon and Northwest Territories.

SOURCE: 1951 Census, Vol. 5, Table 24.

source of information concerning that group of workers is the Census.

The last census of the Canadian labour force was conducted in 1951. It shows the number of weeks worked during the year by wage-earners of each sex, but there is nothing to indicate whether the weeks away from work were voluntary or involuntary.

It seems reasonable to assume, however, that few regular workers would choose to work less than 10 weeks in the year. Table 2 shows that although more men than women were employed for less than 10 weeks⁵ in the year (the bulk of them probably occupied most of the year as students or keeping house), this category of workers represents a higher proportion of all female wage-earners than of male wage-earners. This was true both in 1941 and 1951.⁶

No data are available to permit an investigation of the trend in this respect from 1951 to the present time, but comparison with 1941 census information shows that the absolute number of men working less than 10 weeks of the year (and also less than 20 weeks) fell in the decade preceding

⁵ For comparative purposes data are also given for wage-earners employed for less than 20 weeks in census year. The argument is unchanged.

⁶ Of course some who worked only a few weeks in the year would be beginning workers and others retiring, but this should not affect the comparison between 1941 and 1951. A study made by the Economics and Research Branch in 1949 concluded that roughly 13.5 per cent of the female labour force and 9.6 per cent of the male labour force were employed for only part of the year. The big difference was that of these part-year workers 97 per cent of the females but only half of the males were "not available for employment during the remainder of the year". The great majority of these male part-year workers would be students, whereas housewives would make up a high proportion of the females. "Seasonality of Employment in Canada," *Labour Gazette*, 1949, p. 1210.

1951, whereas the number of women working less than 10 weeks and also less than 20 weeks increased. Yet the forties saw such a great expansion in the total number of wage-earners, male and female, that for both sexes the percentage of all wage-earners who worked less than 10 weeks and less than 20 weeks fell.

The Census also throws light on which industries had the highest proportion of men and women who were employed for less than 10 weeks in 1951 and in 1941. Generally speaking, for both sexes it is mainly agriculture and other industries employing outdoor workers (Table 3). Since these industries are at their peak in the summer months, many of those who worked less than 10 weeks in the year would no doubt be winter-time students.

Among women there is a relatively high percentage of part-year workers in the service industry, in manufacturing, and in trade—particularly retail trade. The service and trade industries are large-scale employers of women, especially of married women.

The proportion of women who work less than 10 weeks of the year is high in the manufacture of foods and beverages. This is related to seasonal canning of fish, fruits and vegetables.

Because the data concerning part-year workers do not cover the same period as the information on part-time workers, the trends cannot be compared. It is known, however, that between the 1941 Census and the Census of 1951 the percentage of wage-earners who had worked less than 10 weeks of the year ended June 1 fell, for both men and women. Whether or not part-time work was on the increase during this period is not known. But it has been shown that during the last six or seven

years there has been a decided growth in regular part-time workers as a proportion of all persons with jobs.

Both part-time and occasional workers are more common in the female labour force than among the male working population.

If women workers—particularly married women workers—make up an increasing proportion of the labour force, the number of working people who do not devote full time to the job the year round will probably continue to grow.

Legislation Affecting Women's Work*

Legislation affecting women's work is of two kinds: requirements that apply to women and not to men, and standards that apply to both men and women. Recent trend in first type has been toward repeal or extension to both men and women

"Legislation affecting women's work" is not just that narrow category of legislation that places a specific obligation on an employer with respect to a female employee and not with respect to a male employee. Most of the legislation significantly affecting women's work applies to men as well as women.

What has been the trend, first, with respect to requirements such as restrictions on hours of work of women that do not apply to hours of work of men, restrictions on night work of women, and safeguards or amenities that must be provided only for women?

The trend is towards repeal of some such provisions and extension of others to both men and women, and the record of the last ten years seems to be practically devoid of any new legislative provisions applying only to women.

In 1951, the sections of the British Columbia Factories Acts referring specifically to women and young girls were removed, one such provision being a provision requiring women and young girls to be given at least an hour for lunch unless exempted by an inspector. Another provision requiring the employer on the direction of the inspector to provide a suitable room for meals, which had previously applied only to women and young girls, was amended to apply to all persons employed in factories.

In relation to night work, the provisions of the Ontario Factory, Shop and Office Building Act prohibiting employment of women after 9 p.m. in a factory or after 2 a.m. in a restaurant was amended in 1953 to permit the Minister of Labour to authorize work until a later hour. Taking one year as an example, according to the annual report of the Department, such permits were granted to 147 employers during 1957

(97 in the manufacturing industry, 1 in wholesale trade, and 49 proprietors of restaurants). These permits are subject to specified conditions, and where a trade union acts as bargaining agent for the employees, are issued only if the union agrees to performance of the work during the hours specified.

When the Manitoba Employment Standards Act was passed in 1957, that part of it which replaced the Factories Act was substantially revised. A number of sections relating solely to young girls and women were replaced by general provisions applicable to all employees.

Some absolute limits on hours, i.e., limits that apply even if an overtime rate is being paid, still apply to women and not to men. There are such limitations on working hours of women in factories in New Brunswick, Quebec, Ontario, Manitoba and Saskatchewan. These provisions have not been materially changed in the last few years.

Legislation Applying to Both

Legislation that applies to both men and women employees may have special significance for women. Legislation that establishes minimum standards in respect to rates of pay, time off with pay, regular hours of work, protection of wages and minimum standards in the working environment is of particular importance to considerable numbers of women, because many women are still unskilled and because many, whether skilled or unskilled, owing to family ties, seek work in the immediate area in which they live. In these circumstances, there may be little competition for their services and little pressure upon an employer to improve the conditions in which employment is offered. The conditions of work that are offered may be largely determined by the legal minimum standard.

What has been the trend with respect to these standards in the last few years?

*A paper prepared in the Legislation Branch for delivery at a departmental seminar on the Women's Bureau.

Although some provinces continue to set lower minimum rates for women, the differential has been reduced in most cases since 1950. In Manitoba, in 1950, the minimum wage for women was \$19.50 a week in the cities and \$18.50 in the rural areas. The minimum for men was 50 cents an hour, regardless of location, which amounted to \$22 for a 44-hour week (a differential of \$2.50). The difference was gradually reduced, and in the orders recently issued the same minimum rate has been set for men and women, 66 cents an hour in urban areas and 61 cents an hour in rural areas.

In Alberta, the differential between the male and female minimum wage rates has been considerably reduced. In 1950, the minimum wage for women was \$20 and that for men was \$25. At present, the female minimum wage rates, \$28 in the five large cities and \$24 in the smaller places, are \$2 a week less than those set for men: \$30 and \$26, respectively.

In British Columbia, where minimum rates are set on an industry or occupational basis, only one rate, 40 cents an hour, was set for factory workers in 1950, whereas the order now in effect sets a minimum of 60 cents for women and 75 cents for men. This is an exception, however, the general trend when issuing new orders being to set the same rate for male and female employees. The present minimum rate is 75 cents an hour for both men and women in offices, and 65 cents an hour in shops and hotels.

As to the general trend in the level of minimum wage rates, taking factory employment as an example over the past 20 years, the present rates are not far different than they would have been had the 1938 rates simply been adjusted according to the cost-of-living index. However, there has been a significant extension of coverage to all types of employment and all areas within a province, with the result that a minimum wage rate is set for practically all women employees except those in agriculture or domestic service and for almost all men with the same two exceptions, except that in the provinces of Ontario and Nova Scotia no rates are set for men and new Brunswick sets rates only in one industry. (Prince Edward Island enacted a women's minimum wage Act in 1959 and at the 1960 session passed legislation providing for the setting of minimum rates for male employees. No rates have so far been set).

Another Trend

Another trend is the abolition or reduction of a learning period in which lower rates may be set for inexperienced workers.

Still another is to include a number of associated requirements with the requirement to pay a minimum wage. One of these of considerable importance is the requirement that an employee be given, when he is paid or, in some cases, on request, a pay statement showing the basis of computation and any deductions made. Another is the requirement that if an employee is asked to report for work, he has to be paid for a minimum period even if work is not available.

The trend toward establishing legal minimum requirements in regard to annual paid vacations goes back to 1944. By 1950, there were such requirements in Ontario, Saskatchewan, Alberta, British Columbia, Quebec and Manitoba. In the 1950's, annual paid vacations legislation was passed by Parliament in respect to the federal industries and by New Brunswick and Nova Scotia, with the result that the requirement of an annual paid vacation is now law in eight provinces and in the federal industries. In addition, in the 1950's, the required period of the annual vacation was increased from one week to two weeks in British Columbia and Manitoba, and in Saskatchewan, the requirement of three weeks after five years' service was added.

A perennial issue in regard to all these standards is the level at which they should be set. Although minimum wage rates have been set in Canada since 1918, the search for a set of factors that might sensibly determine the reasonable minimum wage is still going on. Although this question of purpose of standards and the setting of the standard continues to be unsolved, some standards are in fact established and serve a useful purpose.

Another matter, the philosophy and practice of administration of minimum labour standards legislation, continues to be an issue. Most labour standards laws are adopted as social measures to carry out a public policy. In any such Act, there is provision for administrative action of some kind, perhaps the determination of certain questions, and very commonly rights of inspection to see whether the law is complied with. Failure to comply with the law is an offence and there are criminal sanctions if an offence is proved in court. These are not laws passed to clarify the law between individuals, but in the interests of society as a whole. Compliance is a matter of public interest rather than of the interest of any one individual who may be affected.

Because standards more advanced than the minimum are known to exist in many establishments, and the average is good, there has been a drift toward the assumption

tion that the situation is satisfactory everywhere and the administrator would be wasting the public money in going out to see what is going on. But the usefulness of labour standards laws to women workers depends to a large degree upon whether a positive policy of administration is carried out.

Equal Pay Laws

Equal pay laws have been the type of legislation attracting most interest from women's groups in the last 10 years. In that period, equal pay laws have been passed by Parliament for the federal industries and by seven provinces. The letter of the law applies only where women are doing work at which men are also engaged, and has no application in any establishment where men and women do different types of work.

It can be said, however, that these laws have served a useful purpose as a statement of public policy, have strengthened the hands of personnel administrations that believe in the principle of rate for the job as a matter of efficiency, and have strengthened the position of women employees seeking, with good grounds, to improve their status.

There has been no discernible public policy in Canada with respect to employment of those women who have a choice between working and not working. No action has been taken by any government to encourage or discourage participation of married women in paid employment. There has been no move here, as in a number of other countries, to encourage the scheduling of part-time work, or to provide services such as day-care of children, to encourage women with family responsibilities to work outside the home. No legislation has been adopted requiring maternity leave to be given, and the only existing legislation is the Maternity Protection Act passed in British Columbia in 1920, under which no regulations have been issued. There seems to have been no movement in Canada, as in a number of other countries, to provide

that women cannot be dismissed from employment during the time of maternity leave, so that continuity of service is maintained and seniority rights are not lost.

A fact that women sometimes fail to recognize is that developments in labour relations legislation are of a major concern to women's work as well as to men's work. Because women do not work in great numbers in the heavy manufacturing industry or in transportation or in construction or in some of the other fields where trade unions have been most active, it is easy to overlook the fact that there have always been some industries (the clothing industry is an example) in which women have been employed and in which a substantial proportion of the employees belong to unions. Now as organization efforts are becoming more concentrated on the "white collar" group, the rights and obligations of trade unions and of trade union members become of greater concern to women.

Many representations have been made in the last three years urging changes in federal and provincial labour relations legislation and some important changes were made last year in British Columbia and this year in Alberta, Quebec and Ontario. Out of all these, one development in Quebec and Ontario may be of particular interest to women: the provision in each province authorizing the Labour Relations Board to deal with complaints that a person has been refused employment, discharged, or discriminated against for engaging in trade union activities. In each province the Board may order reinstatement in employment with compensation for loss of earnings and other employment benefits. In Ontario, other types of complaints from individuals that they have been dealt with contrary to the Act may also be dealt with by the Board. British Columbia and Saskatchewan have had this type of administrative remedy for a number of years. As organization moves into new fields, protection of the right of association by legislation may continue to be an important safeguard of employees' rights.

Two Canadian Women Awarded Honorary Degrees

Dr. Alice E. Wilson, MBE, and Miss Laura C. Pepper, MBE, have been awarded honorary degrees by Carleton University, Ottawa, and Mount Allison University, Sackville, N.B., respectively.

A former civil servant (L.G., Feb., p. 165), Dr. Wilson is a well-known geologist who during the past 10 years has been a lecturer at Carleton University.

Miss Pepper has been chief of the Consumer Section, Department of Agriculture, since it was organized in 1939.

Graduate Training in Business for Women

Survey of graduates of Harvard-Radcliffe Program in Business Administration seeks answer to question: Is graduate training in business for women worthwhile?

To mark the 20th anniversary of the Harvard-Radcliffe Program in Business Administration, a one-year graduate course begun in 1938 to meet the special needs and opportunities of women in business, Radcliffe College carried out an extensive survey of its 816 graduates in order to provide an answer to the question: Is graduate training in business for women worthwhile?

The following excerpts are from a report* on the employment experience of the 351 graduates working at the time of the survey.

"In the working group are 239 single workers (92 per cent of all single graduates) and 112 married workers (21 per cent of all married graduates). Twenty-five of the married workers are employed part-time.

"Employment in manufacturing firms, financial institutions, and schools and colleges now occupy almost half of all working graduates of the program. Of these three fields, the oldest and steadiest area of administrative opportunities for women has been the educational field. The 51 graduates employed in schools and colleges . . . are working as college officers and administrators, counsellors, teachers, and research and staff assistants.

"By contrast, manufacturing employment has been an area of more recent opportunity for women. . . . The 62 graduates currently employed in manufacturing firms can be found in almost every type of department. The largest number (19) are in personnel departments; but 14 are administrative assistants to managers of other departments or to company executives, and three are themselves department heads in small firms. Ten graduates are in market research departments, and eight of them have been on the job for three years or less, for this is a new and growing job area. Other graduates are employed as advertising and sales assistants, technical representatives, and production assistants.

"The financial field is an area of even more recent opportunity; employment of women in administrative positions by banks, investment firms, and insurance companies has shown a rapid growth since 1950. Most of these young women are working as assistants to security analysts, economic research assistants, and administrative assistants to trust officers and investment

counsellors. But four are security analysts themselves and three are qualified stock-brokers.

"Average salaries of the working graduates tend to cluster around a series of plateaus, based on the number of years they have been in the work force. A small number of graduates, all working ten years or longer, are making salaries greater than \$10,000 a year. But the 'five figure' woman executive is still almost a rarity. With beginning salaries so much higher for the most recent graduates—\$3,900 for the class of 1958, only about \$2,500 a decade ago—she will probably appear in much larger numbers within the next five to ten years.

"Almost without exception, Harvard-Radcliffe Program graduates remain in the work force until marriage or family responsibilities require their presence at home. Only 21 per cent of the married graduates of the program are currently at work, a lower proportion than the national average for all married college graduates in the country. But it should be remembered that half of the married women at work in the United States are over 40 years of age, while less than 15 per cent of program graduates are in this age group, for the program is only 21 years old.

"The Radcliffe Appointment Bureau receives more requests from married graduates for part-time job opportunities than it can satisfy. As the number of part-time workers grows, employers may well find new ways to utilize this resource of trained womanpower.

"Perhaps the most noteworthy characteristic of the record of Harvard-Radcliffe Program graduates is the variety of their activities. It clearly indicates that they have found increasing numbers and kinds of opportunities to pursue, activities which provide them with meaningful job satisfaction. And these opportunities are found not only at the top management level—it is even more important that they are to be found at other administrative levels. It is indeed fortunate that a young woman today has increasingly favourable chances to 'break the management barrier'. But it is perhaps even more fortunate for the larger numbers of young women who expect to be working steadily or at intervals through the years ahead that they will be able to work toward whatever job level challenges their maximum abilities."

* "Administrative Opportunities for Women" by Christine Hobart, Director, Harvard-Radcliffe Program in Business Administration, *Journal of College Placement*, February 1960.

89th Annual General Meeting of the Canadian Manufacturers' Association

Opening meeting's industrial relations conference, Minister of Labour speaks on "The Challenge of Change in Industrial Relations." Other speakers discuss union responsibility and accountability, and questions surrounding productivity

The 89th Annual General Meeting of The Canadian Manufacturers' Association was held June 5, 6 and 7 at Toronto. "The Sixties—New Dimensions For Industry" was the theme this year.

In addition to business sessions, the meeting consisted of seven conferences: management, world trade, transportation, legislation, marketing, insurance, and industrial relations.

The industrial relations conference, fully reported here, had as its theme, "Industrial Relations in the Dynamic Decade Ahead". It was officially opened by Hon. Michael Starr, Minister of Labour.

The first session of the industrial relations conference consisted, in addition to the Minister's opening address, of three addresses, by W. H. Palm, President, Hinde and Dauch Paper Company of Canada, Limited, Toronto; Arthur S. Pattillo, Q.C., Blake, Cassels and Graydon, Toronto; and R. Conrad Cooper, Executive Vice-President, United States Steel Corporation, Pittsburgh, Pa.

The second session consisted of an address by Dr. Jules Backman, Professor of Economics, School of Commerce, Accounts and Finance, New York University, New York, followed by a discussion by seven other speakers.

Subjects discussed by the speakers included: "The Challenge of Change in Industrial Relations", "Changes in Industrial Relations—The Next Ten Years"; "Changes in Management Responsibility—Management's Obligation to Manage"; and "Productivity in Perspective".

Thomas R. McLagan, OBE, Chairman of Davie Shipbuilding Limited, Chairman of Canadian Shipbuilding and Engineering Limited, and President and General Manager of Canada Steamship Lines Limited, was elected President of the Association for 1960-61.

F. D. Mathers, President, Royal City Foods, New Westminster, B.C., was elected First Vice-President; S. J. Randall, President, General Steel Wares Limited, Toronto, Second Vice-President; T. A. Rice, International Harvester Company of Canada Limited, Hamilton, Treasurer.

President's Address

Retiring President W. H. Evans expressed himself as being "astonished at the failure of organized labour to put its weight behind the (CMA) 'Buy Canadian' drive and give it all-out support."

He said that labour has the resources and organization to back the idea, and expressed pleasure over the fact that recent evidence of what is essentially "Buy Canadian" activity by scattered locals and unions. "In the giving of such support, unionists will be making the greatest possible contribution to their own job security," he added.

"At the risk of being repetitious, I must say again that the threat to Canadian jobs posed by mass consumption of competitive imports grows daily more serious. If we are to meet this threat, I believe that management and labour must come together in a united and sustained effort to make Canadians aware of just what is at stake. Nothing less than that will do.

"And so, what I would like to see—and what I urge from this platform—is a decision by the Canadian Labour Congress to use its power and influence in a positive way to promote, wherever possible and reasonable, the purchase of domestically-made goods as the only means of ensuring stable and increased employment for Canadians."

But the "Buy Canadian" program, however vigorously promoted and however successful, is not the complete answer to foreign competition, Mr. Evans said. "The root of the problem in many cases is that the foreign maker, by virtue of his lower costs, has no difficulty putting a lower price tag on his goods than his Canadian counterpart."

This is where the domestic manufacturer's responsibility rests: he must strive for greater efficiency without sacrificing quality, and must maintain a forward-looking attitude toward technical innovation.

Other great industrial nations of the world enjoy certain basic cost advantages, Mr. Evans pointed out, that make the odds against Canadian manufacturers long indeed. "It is at this point that Ottawa's share of responsibility for the well-being of domestic industry becomes very obvious.

"After all, all governments see to it that the price at which competitive foreign products sell within their borders bears some sort of relation to their own price structure and living standards.

"This is stock procedure with every industrial nation, including the greatest and most powerful, and, let me add, not excluding those that continually pay lip service to the principle of freer trade. It could not be otherwise with any country that wished to preserve and encourage the growth of its own secondary industries."

He emphasized that he was not advocating tariff walls "10 feet high." We are all of us concerned to promote the maximum of international trade, "provided—and it is an all-important proviso—that our own industries are not crippled in the process," he said. He was suggesting only the minimum of protection against foreign encroachments, which many industries in Canada are not receiving today.

Mr. Evans asserted that the manufacturing industry in Canada—"which, let none forget, is not only the greatest single source of employment but also the largest contributor to national wealth and the biggest revenue producer for government itself—is no longer keeping pace with the growth of the labour force.

"As long as this holds true, unemployment—and I am not now speaking of the seasonal kind—will continue to give cause for concern."

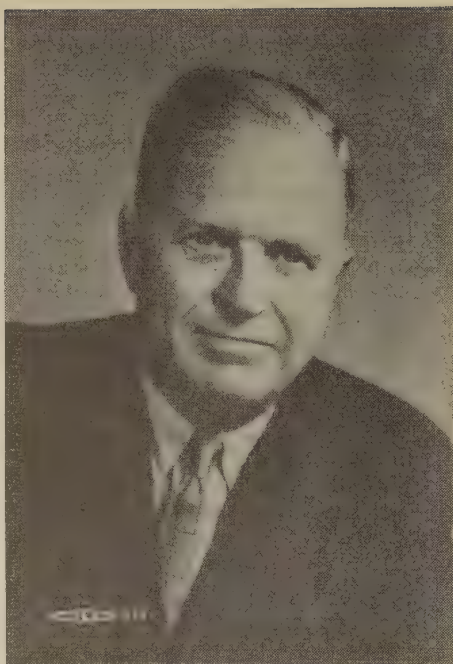
In the competition against imports, the paramount need is still to "get costs down," Mr. Evans continued. Apart from management's role in the achievement of this, which he had already stressed, and apart from "the ascending spiral of wage rates and fringe benefits," another major contribution to high prices was corporation taxes.

"Far too many Canadians labour under the delusion that the various forms of corporation taxes... are a legitimate imposition that should be borne by any concern in business to make a profit.

"We should spare no effort to get it across to the general public that what happens is that these taxes merely become part of a company's operating expenses and, as such, are inevitably reflected in the prices paid by consumers. So it is that every smidgen of corporation taxes, no less than the taxes on personal income, are paid by individual Canadian wage and salary earners."

Mr. Evans concluded with statements on management's attitude toward wage rates and on immigration.

"Management, no less than unions, has a very real interest in the maintenance of



Thomas R. McLagan

good wages and a high level of employment. The products of industry, after all, cannot be bought by a population that is poorly paid and far from fully employed, but... this is the condition to which we can easily be reduced if wage demands are unrealistic and quite unrelated to productivity gains.

"I would hope that even the most militant of our unions would recognize that to force up prices even further under present competitive conditions is to invite greater unemployment than we have yet seen."

Canada's small population was another factor in high prices; it is the smallest of all the major industrial nations and therefore unit costs of production are proportionately that much higher.

"We, as a nation, should be pursuing a consistent and deliberate policy of supplementing our present population with selected new immigrants... We have had ample evidence in recent years that the right kind of immigrants do not take jobs from native Canadians so much as make jobs for them."

General Manager's Report

Some of the subjects covered by various submissions made to government authorities by the CMA during the year were outlined by J. C. Whitelaw, Q.C., CMA General Manager, in his report, which is a review of the Association's activities during the preceding 12 months.

The Association has made frequent recommendations to federal and provincial governments in favour of legislation regulating picketing and secondary boycotts similar to that passed recently in the United States. It also favoured the making of trade unions subject to civil liability.

The Association is not opposed to the use of qualified laymen as conciliation board chairmen, but wants the withdrawal of judges from such service to be gradual in order to give time to train men to replace them. Every effort should be made to retain judges as arbitration board chairmen, the CMA's Industrial Relations Committee said. It also recommended that conciliation boards should not be required to render reports or recommendations in a dispute unless they were unanimous.

The CMA opposed the amendments to the Unemployment Insurance Act passed last September, which included increased contributions by employers and employees. The report referred to the increasing drain on the fund, but said that there is evidence that the Government now recognizes the need for a thorough re-appraisal of the whole unemployment insurance scheme before any more changes are made in the Act, as the Association recommended.

The Association continued to support the Government's winter work campaign and to study ways and means of increasing winter employment.

The CMA opposes any continuation of a trend toward inflation, creeping or otherwise, and calls for a halt to increases in government expenditure, a determined effort to eliminate waste of public money, a reduction in taxes, and the removal of "the privileged status of labour unions which permits them to exert monopolistic power in pursuit of ever-increasing wage claims."

The Association was concerned that for the second year in succession immigration has been far less than the average for the 1950's.

It objected to the volume of goods being imported from "low-wage countries," and asked for measures by the Government to "control" such imports effectively.

Regarding attempts to find means of measuring productivity, a CMA committee came to the conclusion that, "If it were feasible for the Government to establish a national productivity index, it would have no practical use or application in collective bargaining." A general index might be useful in national economic analysis and planning, the committee said, but "it would be completely unsuitable and undesirable for use in wage negotiations."

The Minister of Labour

The question of labour-management relations will grow rather than diminish in importance through the next decade, and "in my mind, the first need is better communications between labour and management," said Hon. Michael Starr, Minister of Labour, in the opening address of the Industrial Relations Conference at the meeting.

Theme of the Industrial Relations Conference was "Industrial Relations in the Dynamic Decade Ahead" and Mr. Starr was speaking on "The Challenge of Change in Industrial Relations."

"Somewhere along the line, the communications system has unfortunately deteriorated," the Minister stated.

One of the reasons for this, he said, was that today everything is big: big business, big labour, big government. "What we must remember is that behind all this bigness we are still dealing with people."

He said it was an unfortunate situation where labour was on one side of an imaginary fence and management on the other side of the same fence and "never the twain shall meet."

They must meet, the Minister said. "And they must meet in an atmosphere of mutual understanding and co-operation or else the problems we have now will be very minor compared with those which are in store."

He believed there were people in both management and labour who realized how extensively the interests of both are linked in the maintenance of a prosperous economy; it should not be beyond the ingenuity of the fair-minded people on both sides to come together in an atmosphere of co-operation.

"Co-operation, of course, is based on understanding. That is why I feel that new channels of communication must be opened up between management and labour." Management must make every effort to present its case to labour. In the individual plant, management should take steps to increase the feeling of participation by the employees in what is going on in that plant.

If employees understand that their well-being depends to exactly the same extent as does management's on the progress and the prosperity of the firm, it should not be beyond the resources of sound industrial relations to build around that central point.

He was not suggesting a barrage of propaganda, because the best public relations is a sound industrial relations program. "This is based on the fact that management accords a genuine and constructive recognition of the importance of the employees in the general scheme."

The next step was a more active feeling of participation by the employees in the progress and destiny of the particular industry. This is something that must be worked out in detail in each industry, Mr. Starr said.

"The Government has no intention of dictating to labour or management. Therefore, I would suggest that a common approach by labour and management on their mutual problems would be beneficial." He urged labour and management to "take a long, objective look at those mutual interests which bring them together rather than those which divide."

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He had begun his address by pointing out that when he had spoken to the Canadian Labour Congress a few weeks earlier he had called for a whole new approach to the problem of labour-management relations (L.G., June, p. 561). He was making the same suggestion to the CMA, because "I persist in lumping both labour and management together in these things—because I believe that both have an equal stake and an equal responsibility in the orderly and prosperous evolution of our economy."

W. H. Palm

Two basic questions face management and labour immediately in this new decade, said W. H. Palm, President, Hinde & Dauch Paper Company of Canada, Limited, in an address on "Changes in Industrial Relations—The Next Ten Years" to the Industrial Relations Conference.

The two: "Is management to continue being duped into going along with a wage-cost pattern that is already leading to a withering up of many of our industries?" and "Are professional union leaders embedded in such a rut of 'boom psychology' that they can find no other means of holding their membership together than continually

demanding annual increases in wages and fringe benefits, even at the expense of losing the very jobs their members hold?"

Certainly, he acknowledged, from time to time we may expect one country to gain a competitive advantage over another, "but when we reach a point, as we have, where gross inequality of labour costs and competition is occurring to such a degree that this country's economic mechanism commences to falter, then balancing forces must assert themselves at once or we will be headed for a most serious dislocation."

The first corrective action for management to take is to make a constant effort "to keep our employees informed on the state of the business in every sense of the word. And then at the bargaining table we must take the initiative with a realistic set of proposals and objectives of our own," Mr. Palm advised.

"In the past decade, we have practically bargained ourselves out of the marketplace, in Canada and overseas. In the next decade, I predict, we are going to bargain ourselves back into it again at home and abroad, because our very survival depends on it."

Because "happenings past and present can be very useful criteria upon which to construct a picture of events that may lie ahead," Mr. Palm began by recalling some of the more significant changes in industrial relations over the past ten years and reviewing what is happening now. He defined "industrial relations" as the whole employer-employee relationship in the broadest sense, including not only relations between management and organized labour—"labour relations"—but also relations between employer and employees outside any collective agreement.

One of the most significant changes in industrial relations in the last ten years, he thought, was the emergence of the responsibility for industrial relations in an organization as a top-management function. This change has come about as a result of "a growing awareness that the human resources of an enterprise require the same careful planning and development as do the technical, financial and other major segments of the business."

He discussed changes in industrial relations over the last ten years under two headings: (a) personnel relations, and (b) labour relations. Under personnel relations he first commented on the effect continuing automation may have on employment.

"It has become very fashionable in some circles to complain about the evil effects of automation," he said. But he thought that leaders of labour, government and management should all be talking about and plan-

ning for the positive effects of automation. He believed that technological change can and will create more employment as automation proceeds and the country grows.

When we are planning automation, I think we should take our employees into our confidence and not keep it a deep, dark secret, which will only stimulate their fears. The personnel having the ability and versatility to acquire a number of new aptitudes should be identified in advance through appropriate selection techniques. Training should then be started at once for the acquisition of the new skills that will be required of them as the swing to mechanization proceeds.

Communication is another process of management and industrial relations that we must never cease striving to improve, Mr. Palm continued. "I do not think we have been making a strong enough effort to communicate ideas and information to our own employees, especially those who are members of organized labour... We need to do more listening as well as talking if we are to establish and maintain good communications with our employees.

"I predict that there will be great advances in our communications techniques and that much better communications will be developed in the Sixties."

Another job management has to do, he said, is to make sure that people within the organized groups in any company take a full interest in the activities of their union organization. The problem of poor attendance at union meetings is one that may be viewed as the job of the union to solve, "but I suggest management will benefit greatly in the long run by seeing to it that the viewpoint of their employees collectively is truly represented at union meetings."

Finally, management should ensure that the employees have a thorough knowledge of the impact that government actions have on the country's economic situation. "There should be a more complete understanding by employees of the disposition being made by the Government of their tax dollar," Mr. Palm said.

Under the heading of labour relations he predicted that the 45-per-cent growth in union membership in the last ten years will not continue, that it will be difficult for the growth of union membership in the next ten years to keep pace with the increase in the working population. He warned the meeting, however, to be on the lookout for plenty of union activity among the unorganized clerical and junior salaried personnel.

During the past ten years, an increasing awareness has developed that management representatives in negotiations need to acquire additional skills, he asserted. On

the other hand, the international officers of a union who spearhead bargaining are "all too frequently lacking in knowledge of, and in many cases interest in the particular business enterprise with which they may be dealing." He predicted a decided change in this situation over the next ten years.

One thing that will not happen in the next ten years, said Mr. Palm, is a national "summit conference" of labour and management leaders, suggested by CLC President Claude Jodoin "to explore the areas of conflict."

I don't think this suggestion is practical or that it would provide any useful solutions to labour-management problems. In the first place, I don't think Mr. Jodoin or any leader of an organization such as the CLC, made up as it is of a host of individual labour unions, can make binding decisions for all of them any more than the President of the CMA can make commitments for the entire membership of that body. Certainly the CMA doesn't attempt or even pretend to bind member companies to any uniform national labour relations policy.

He also believed that the so-called "areas of conflict" were best dealt with around the collective bargaining table at the plant level. Some areas of conflict will have to be settled through hard bargaining, others through the regulation of trade unions by effective legislation, Mr. Palm declared.

On labour relations legislation, he described as "interesting developments" the United States Labor-Management Reporting and Disclosure Act of 1959 (L.G., Nov. 1959, p. 1181; Dec. 1959, p. 1305) and the changes in the Newfoundland, British Columbia and Alberta legislation. But he did not include the amendments to the Ontario Labour Relations Act, which he called "very disappointing," because "they did little either to restrain the power of unions... or to restore the proper balance between management and labour."

In a comment on legislation as it relates to union security he said:

I believe that we in management, in seeking legislation that would regulate and restrict union security as a matter of public policy, should at the same time defend these democratic principles at our own bargaining table by refusing to grant union security in our negotiation of a first contract or any further degree of it in collective agreements where it already exists.

Another question that has caused considerable concern to management is seniority. Many thorny problems have crept in and practices frequently do not jibe with the language of collective agreements. Mr. Palm predicted that "this situation will become increasingly more difficult in the period ahead of us, and I see no easy solution or quick panacea to this extremely complex problem."

During the past decade, too, a great many management rights "have been bargained away," he said, but predicted that "by skillful hard bargaining, management will regain some of the rights that it has literally thrown away during these past ten years."

Turning to labour costs and competition, he asked: "What road must management and labour travel together to preserve the continuing competitive ability of Canadian industry in world markets?"

Canadian industry is in the position today where many of its products are being undersold by goods of foreign origin. Why? We all know the reason... because our costs have risen too high. During the past ten years, the rate of climb in our industrial costs has certainly been far out of proportion to that of many competitors in other lands. The industries that have been hardest hit are those whose products have continued to have a high labour cost content—and, alternatively, have been unable thus far to offset this high cost by mechanical or other means. Those industries that have been able to capitalize on technological development and introduce compensating effects have continued to maintain some ability to compete.

Arthur S. Pattillo

Legislation that would change the civil and civic liability of unions in Canada was suggested by Arthur S. Pattillo, Toronto lawyer, as a means of achieving industrial peace. He was speaking to the industrial relations conference on "Changes in Labour Relations Legislation—Union Responsibility and Accountability."

Mr. Pattillo thought union responsibility and accountability includes both an area of responsibility for specific acts of union officers and members in the normal legal sense and also a second and larger area of responsibility to the country and to society in general for the results of union policies and methods. The first has been and is being dealt with by various legislatures in Canada and elsewhere, but the second has "not been touched at all," he said.

"The first area of responsibility involves the unique position which unions have, both as to liability for the damages which flow from the acts of union officers and members and as to the degree of economic pressure which is permitted to them under the present laws.

"This is the area which has been receiving most attention in recent years and, though it involves both the regulation of permissible or prohibited acts and the sanctions which are to be applied for breaches of the regulation, I will refer to this area as the problem of civil liability. The second area of responsibility to which I have referred may be described as civic liability as opposed to civil liability..."

The question of civil liability, Mr. Pattillo noted, involves the entire problem of a union's legal responsibility for the acts of its officers and members.

He recalled that the conflict between the working force and employers in Canada, which reached a peak in the early part of this century, was resolved by a system of industrial relations legislation which requires compulsory negotiation of working conditions between employers and employees—but not compulsory agreement—and compulsory arbitration with binding effect on both parties once agreement has been reached and there is disagreement as to the application or interpretation of that agreement.

In order to make the system work, said Mr. Pattillo, each jurisdiction in Canada has evolved elaborate certification procedures for designating bargaining agents and elaborate definitions of acts that are prohibited to employers and employees and their agents—unfair labour practices.

"The regulations of conduct introduced into labour relations legislation," said Mr. Pattillo, "were, generally speaking, designed to prevent interference by employers with the formation and administration of unions, and to prohibit both parties from taking economic action during the life of an agreement, or, failing agreement, until certain steps had been taken in the process of compulsory negotiation. Very little attention was paid originally to sanctions or penalties for breaches of these regulations.

"In Canada, practically no attention has been paid by legislatures until very recently to the regulation of the forms of economic action permitted to the parties once the parties are free to act. The regulation of acts has been left, by and large, to the general law..."

The general law works slowly, Mr. Pattillo pointed out, and is consequently not adequate to regulate the economic conflict arising through collective bargaining. This has given rise to many problems. Mr. Pattillo dealt with two of them.

The first problem was created by the form of organization adopted by unions, "and this involves the legal status of unions." The second arises because the law was not equipped to deal with large-scale economic action, which is possible with today's large and powerful union organizations.

"This defect in the legal structure," he said, "gives rise to a whole series of problems as to what is and is not acceptable action by unions in exercising their economic power..."

The speaker dealt briefly with one of the forms of the economic action—picketing. He said:

Aside from offences long recognized in law, such as assault, trespass and the like, the remedy for combined action by employees has largely been left to the principle of common law conspiracy. To state this law in its simplest form—it prohibits agreement by two or more persons to do an unlawful act or to do a lawful act by unlawful means...

With the growth of large international and national union organizations, unionism has achieved virtual economic domination of the small employer. Even in the case of the larger employers the economic necessity of staying in operation if competitors are operating and the judicious use by unions of the "whipsaw" techniques in bargaining, to which all of you have been subjected, have placed the unions in a very strong position. As a result, the time has come, in my opinion, for a thorough-going review of the methods employed by unions.

In my view, the most important area for immediate attention is the use of picketing as a means of achieving the legitimate objects of trade unionism.

The law regulating picketing has largely been left to be developed by the courts—without the guidance of legislation, Mr. Pattillo continued. The recent Select Committee of the Ontario Legislature recommended that pickets be limited to employees actually in the bargaining unit of the employer affected, and that picketing be prohibited when a strike has been declared to be unlawful, when the object of the picketing is to establish bargaining rights, when the object of the picketing arises from jurisdictional disputes, and when the employer is not a party to a labour dispute. This recommendation was not "unfortunately, in my opinion," included in the amendments to the Act introduced at the recent session of the Legislature.

When the Minister of Labour introduced the amending bill, Mr. Pattillo recalled, he remarked that mass picketing, intimidation, and the use of threats and force were effectively dealt with by the Criminal Code, that any provincial legislation in this field would probably be a nullity, and that apparently neither management nor labour understands the present law of the land. "It would appear to me," the speaker said, "that the Government of the province of Ontario did not understand the recommendation that was made to it."

Although the law of picketing where there is intimidation and the use of threats and force is clear, the Select Committee's recommendation dealt with much more than this. "The Committee sought to cover the use of picketing as an economic sanction and... its recommendation was ignored."

About all that can be said for certain in most jurisdictions is that picketing that involves violence, threats of violence, trespass

and, in some cases, intimidation by mass of numbers will be enjoined, Mr. Pattillo said.

"It is important to preserve the individual's freedom to communicate his dissatisfaction to others, but, faced with the power of organized labour today, the unrestrained use of picketing is an instrument of coercion to employees and employers alike. In my view, it is no longer sufficient to restrain or attempt to restrain violence. Picketing—like strike action itself—should be precluded before the procedures of certification and compulsory negotiation have been observed."

R. Conrad Cooper

The entire problem of wasteful practices in the United States steel industry "is a job that must be tackled both by the companies and the union, by every employee and every foreman," said R. Conrad Cooper, Executive Vice-President, Personnel Services, United States Steel Corporation, in his address to the industrial relations conference on "Management's Obligation to Manage."

"It is a job that must be done, and done correctly, lest the wheels of competitive misfortune spin us beyond the point of no return. It is a question that must be answered to provide real job security for the steel workers themselves," he asserted.

"Clearly this is not a job that can be done amidst conflict and sterile argument about management's rights. The need is for recognition and discharge of obligations," the speaker continued. "Being obligated to the employees and the stockholders to manage the business efficiently, management cannot pass that obligation on to the union leaders or anyone else. Faulty contract language which stands in the way of management's ability to discharge its obligation is not in the interest of the employees or anyone else. We live in the hope that our union friends will come to recognize this basic truth."

What effect the agreement reached after the recent steel strike would ultimately have on the industry's competitive position only time would tell, Mr. Cooper said. But he gave the warning that "an unearned wage increase that produces an inflationary rise in costs eventually either brings about a price increase or a lessening of profit and perhaps a postponement of extremely important efforts such as research or the installation of new facilities. No amount of bargaining can ever change this. It is a basic fact of economics."

The speaker said that "by force of a combination of circumstances, we finally

made a settlement that has in it the possibility of some further inflation." Whether such inflationary possibilities materialized would depend partly on the degree of co-operation given by the employees and the union "in our constant efforts to improve productive efficiency," he contended.

Mr. Cooper denied that the agreement represented, as some had said, "a complete loss" for the companies. Regarding wage and benefit increases, he said, "we missed our objective by about a third, but we bettered the prior experience [from 1940 onwards] by more than 50 per cent."

He also pointed out that although they had failed in their attempt to eliminate "the unsound cost-of-living escalator clause," they had held it down to a maximum of 6 cents. On the work rules issue, although they had not got what they wanted, they had "gained recognition of the issue and a pledge of union co-operation in the solution."

Mr. Cooper began his address with an outline of the history of the controversial Section 2B of the steel industry's basic labour agreement—the "Local Working Conditions" clause.

The clause, first incorporated in the 1947 agreement, had been "finally written and approved at four o'clock in the morning by six brain-weary men who were racing to beat a strike deadline." It had been a constant source of friction and had hampered efforts to increase efficiency, the speaker contended. "To a degree that was never contemplated by its authors, it has also impaired management's clearly stated rights to manage."

Some of the consequences of the kind of situation often thus brought about were: inefficiency and waste have been frozen into the operation; some good workmen are "thereby made unwilling 'featherbedders'—which most steel workers don't relish;" the results were demoralizing to supervisors directly involved, and to other supervisors who witnessed them; and "the championing grievance man has won a hollow victory and perhaps caused some long-term antagonism between people."

The truth was, Mr. Cooper asserted, that "all that the company negotiators were seeking when the storm blew up in the 1959 negotiations was that the union negotiators should join them in drafting language that would say unmistakably exactly what the original language was intended to say—and would do what the original language was intended to do."

Productivity in Perspective

The second session of the industrial relations conference had as its theme, "Productivity in Perspective." The session consisted of an address, "Productivity: Some Observations and Questions," by Dr. Jules Backman, Professor of Economics, School of Commerce, Accounts and Finance, New York University, and a discussion by "The President's Round Table on Productivity."

Participants in the discussion were: Dr. Backman, W. H. Evans, CMA President; Dr. R. V. Yohe, President, B. F. Goodrich Canada Limited; H. B. Style, President, John Inglis Co. Limited; Harry Taylor, Vice-President (Industrial Relations), Union Carbide Canada Limited; Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour; Dr. Ewan S. Clague, Commissioner, U.S. Bureau of Labor Statistics; W. L. Monck, Industrial and Public Relations Manager, Trenton Steel Division, Dominion Steel and Coal Corporation; Dr. David McCord Wright, Professor of Economics, McGill University; and Dr. Oswald Hall, Professor of Sociology, University of Toronto.

Dr. Jules Backman

Productivity is only one factor to consider in wage determination, Dr. Backman said in his address. "Mathematical formulas do not provide any short cut or substitute for the hard give and take of collective bargaining. Collective bargainers must weight many factors in reaching an agreement that will be fair and equitable to all concerned."

Before stating this conclusion, Dr. Backman pointed out that productivity reflects the relationship between all the inputs of factors of production and the resulting output, and that "we have not been able to measure the separate contribution" of capital investment, raw materials, managerial know-how and labour to the resulting output.

"Output per man-hour" and "output per worker" are much narrower in scope than productivity, he explained, and the use of these more limited measures does not mean that labour is solely responsible for the gains in output per man-hour.

Measurement of physical output, necessary to determine productivity gains, is also difficult. If output is determined by taking the dollar value of output and dividing it by some price index, an adequate measure of the dollar value of total output and an adequately representative price index are needed. But because today's output of, for example, electrical appliances is only remotely related to the output of 30 years

ago (refrigerators today have little in common with their forbears), and because of new products not available 30 years ago, it has been difficult if not impossible to obtain estimates of output per man-hour for some industries.

The number of man-hours or workers can be obtained. But even the labour input data are not very satisfactory, because all workers from the janitor to the president are given equal weight. And how do you measure the contributions of other factors of production?

Even payroll data become more and more inadequate as we move back through the years, Dr. Backman said. The inadequacy of data at starting dates is a particularly important weakness of long-term productivity estimates.

Then there is the question of what man-hour totals to use. When the ratio of production workers to total employment remained fairly steady, it made no difference whether output was divided by one man-hour figure or the other. But in recent years the relative proportion of total employment accounted for by production workers has been declining.

"Clearly, productivity estimates are subject to many limitations," he said.

Turning then to the causes of higher productivity, Dr. Backman said that although many persons use the terms "output per man-hour" and "productivity" interchangeably, and imply that gains in output are due solely to labour, the primary factor contributing to greater productivity has been the substitution of machines for labour. "New capital investment undoubtedly is the major factor which contributes to increases in productivity."

When he dealt with sharing the gains of productivity, he pointed out that they may be shared among four groups: workers, consumers, investors, and government, which shares in the gains through tax collections. "If the total gain in productivity is given to one group, problems are created."

Is it better to raise wages or to cut prices, Dr. Backman then asked. Many economists, he said, favour price reduction, because if some prices are reduced, or rise less than the general price level does, a larger number of units may be sold. And unless more units are sold, the increase in productivity will be accompanied by layoffs; this is usually described as technological unemployment. The benefits obtained by workers who continue to work are, in part, at the expense of those who lose their jobs.

"However," he said, "we must remember that historically gains in productivity have

been accompanied by more jobs, not fewer jobs, although there have been unavoidable periods of adjustment."

As to the role of productivity in collective bargaining, productivity is only one of the forces that influence changes in wages. Others include changes in the cost of living, wage changes in the area or in the industry, ability to pay, workers' budgets, and the general economic environment. All factors must be evaluated, Dr. Backman said.

In attempting to use productivity comparisons in collective bargaining, it is substantially true that in the long run, increases in average real wages of all workers tend to be about the same as average gains in productivity in the economy. But this broad generalization tells nothing about the form of these gains—whether in wages or in other benefits.

"Despite the frequent references to this relationship it does not provide a useful guide for specific wage negotiations. Rather, it has become a rationalization for at least a minimum rise in wage rates equal to the gain in productivity... But if all the gain is distributed in the form of higher wage rates, nothing would be left to increase non-wage benefits unless part of the gain is diverted from other groups who properly should share in it," he said.

Short-term changes in output per man-hour do not provide a meaningful test as to the adequacy of annual adjustments in wages and non-wage benefits, he asserted. And when considering relationships to changes in output per man-hour, it is important to use total labour costs.

It is sometimes suggested that stability of unit labour costs provides a satisfactory test as to what is a proper increase in wages and non-wage benefits. Unchanging unit labour costs merely show that the total labour cost bill has increased by the same percentage as total volume of sales. But labour cost is only one component of total costs and may account for a varying proportion of the total at different periods of time. If the gain in output per man-hour is attributable to the introduction of labour-saving devices requiring large capital expenditures and hence greater costs, the composition of costs will change and a smaller proportion of total costs should be paid for direct labour.

The fact that a smaller proportion is paid for labour does not mean, Dr. Backman pointed out, that the wages and non-wage benefits of the workers retained will not rise; wages could rise substantially since the total labour cost is divided among a smaller number of workers.

Productivity formulas do not provide a simple solution to the problem of wage determination, he repeated.

Dr. R. V. Yohe

Any action that lowers cost in relation to selling price results in increased productivity, said Dr. Yohe during the discussion that followed Dr. Backman's address. And any action that produces more units from the same facilities, any action that results in higher quality without cost increase, or any action that enhances the usability or value of a product, even if more costly, may also be considered an increase in productivity.

Therefore, he declared, productivity is a management function, and increased productivity the direct responsibility of top management.

Management astuteness in labour negotiations determines whether or not complete productivity improvement may be obtained from modernization, he continued. "Installation of labour or other cost reduction methods and equipment designed to increase productivity may be wasted effort if the value is lost at the negotiation table."

H. B. Style

"There is no particular merit in producing more with equal or less effort unless we can direct this increased power of productivity in the right direction and distribute the fruits of it so that the life of mankind as a whole becomes happier and more meaningful," said Mr. Style, who was commenting on the best social and economic use of the gains in productivity.

The benefits of increasing productivity are being enjoyed in widely varying degrees in various parts of the world, he continued. On the North American continent, as a result of the "fruits of productivity," only 60 per cent of the average family's income is now required for the basic necessities, leaving 40 per cent available for the pursuit of a better way of life. In contrast, nations such as India are still facing the chronic problem of keeping their people above even the barest subsistence level.

"As long as there is such a wide disparity between the productivity of nations, there is no purchasing power in the nations of low productivity with which to buy the capital assets with which to improve their own productivity." Therefore, generous assistance to the backward nations must be given, even though this must inevitably mean some temporary sacrifice of our own prosperity, he declared.

Some things we in Canada could do immediately, he said. Over the last two years we have spent approximately \$900 million in unemployment insurance benefits "because we cannot find work for all our population. Surely it would be better for our own country and certainly for the world

if, instead of spending these vast sums on keeping people idle, we use some of it in finding jobs for the unemployed in making capital equipment under the Colombo Plan," suggested Mr. Style.

Up to now, Canadians have used the gains of increasing productivity primarily to satisfy material needs. In future, he thought, we must pay more attention to the non-material aspects of life, and suggested better community planning and efforts to raise the level of education and culture.

Harry Taylor

Discussing the "Role of Productivity in Collective Bargaining," Mr. Taylor suggested that whether or not labour should share in the proceeds of increased productivity is not by itself an issue. "Labour has shared in such gains. The important differences of opinion centre around the extent and timing of the sharing," he said.

He suggested that the ability or inability of a company to pay higher wages, both direct and indirect, must be determined on the basis of the company's profits and not on national productivity patterns.

"A national index," he said, "that is based on the ratio of total man-hours to total selling prices must include a number of assumptions," for example, that the ratio of man-hours to selling prices is the same for producing neckties as it is for automobiles.

"In other words, if the determination of wages in an individual company is to be tied to some national index it would involve some very real risks—risks many managements would be unwilling to take."

When a company, or group of companies, or a small segment of the total economy introduces an automatic arrangement affecting wages, such as an improvement factor or escalation, the impact is absorbed in the total economy. If all companies did the same thing it would not be so easily absorbed. "In fact, it could bring about further inflation because of the pressures it would generate," he said.

Mr. Taylor said that the wartime cost-of-living bonus, when dealt with on a uniform national basis and related to a national index, was found to be unworkable in the national interest. He suspected a similar situation would result if all wages were determined on a uniform national index basis, whether the index is the consumer price index, a productivity index, or both.

Mr. Taylor thought that at times management places too much reliance on mathematical formula in attempting to solve human relations problems. "We sometimes overlook other important considerations which motivate people and from which they derive job satisfaction."

In conclusion, Mr. Taylor said he "does not consider that productivity has had a direct and substantial bearing on the collective bargaining process. Nor do I see that it will have in the immediate future. I believe it is unlikely in the immediate future that a statistical device will replace the give and take of the collective bargaining process."

He believed the productivity concept will be used from time to time but could not see it playing an important role in the bargaining process until data are available that are more useful than present data at the level at which bargaining usually takes place.

Dr. W. R. Dymond

Dr. Dymond suggested that a number of "home-made" national productivity statistics have resulted in erroneous interpretations of Canadian employee output. He said that Canada's economic growth has generally favoured low-productivity industries such as service, trade and government sectors of the economy.

Goods-producing industries, he said, which usually feature a high rate of productivity, have grown at slower rates in the past few years, with the result that the economy as a whole has had a low rate of increase in productivity.

Dr. Ewan S. Clague

"Does rising productivity create unemployment? The answer is: Yes and No," said Dr. Clague.

The introduction of some new machine or process may eliminate a score of jobs, and those workers may be laid off. Then it could be said that the mechanization was the cause of their unemployment.

But lower prices for a product may result in more sales and stable or even expanding employment in the industry. An expanding industry often generates new jobs, either within itself or in other industries. Technological advance has in the past resulted in the growth of industries such as automobiles, chemicals and electronics, Dr. Clague pointed out.

"In an expanding economy, increased productivity will not result in general unemployment," he declared. "If output of goods and services lags behind the increases in productivity and the labour force, unemployment can result."

He also pointed out that unemployment in a specific firm often does not result directly from productivity gains in that firm. Bureau of Labor Statistics studies have shown that the introduction of automation in a plant or office causes scarcely any layoffs and no loss of jobs. This is not

surprising, he said, because the concern that successfully introduces new devices usually has an expanding market and the devices make it possible to do additional work.

On the other hand, unemployment that might be said to result from automation will occur in other firms in the industry and, more specifically, among firms that did not automate. If the automation is successful, and costs are lowered, the less progressive concerns operating with old methods (which may mean considerable use of labour) will find themselves unable to compete. They may shut down entirely and throw many hundreds out of work, but the connection with automation is remote and indirect.

A further complication is that it is impossible to distinguish unemployment attributable to productivity gains from unemployment due to other factors, he said.

The question about productivity and unemployment really has to be stated another way, he said—What do we plan to do about unemployment?

In a progressive, changing economy many industries, firms, occupations and jobs will become obsolete while new ones are rising. In a general way, it can be said that the more rapidly the economy changes the faster it grows. Yet each of these changes can produce unemployment. The answer is not to prevent the changes but to deal effectively with their results.

Earlier, Dr. Clague had discussed the problems of measuring productivity, and the limitations of productivity-wage comparisons.

The one basic question that must be asked in connection with the measurement of productivity, he said, is: What are you going to use it for?

As for productivity-wage comparisons, productivity measures for a specific job, the firm as a whole, the industry, and the total economy are all different. Which should be used for wage comparisons? The General Motors-United Automobile Workers 1948 contract attempted to relate the wages of workers in a given industry to the productivity of the whole economy.

Dr. David McCord Wright

Many think of productivity in terms of efficiency or cutting out waste; but the problem of increasing productivity is not just the problem of efficiency but the far more fundamental problem of inventions, said Dr. Wright. "Historically, the great source of productivity increase has been the discovery of new patterns of input combination."

Increased productivity cannot automatically be credited to any one single force, and the problem of sharing productivity gains is more complicated than usually thought, Dr. Wright said.

Although machinery that raises productivity will usually require *differently* skilled labour, it is doubtful that it will always require labour that is *more* skilled. Once it is introduced, the required effort and skill may be less.

"In fact, frequently the only real contribution made by labour to the increased productivity may simply be the contribution of not vetoing the change."

Dr. Wright outlined the historical pattern of sharing as follows. An increased prospect of profit has led to an increased urge to invest, to an increased urge to expand, and to increased competition for labour, both to build the new plant and to operate it once it is completed. "This competition for labour is what raises wages and explains the undeniable fact that the average rate of increase of real wages for the century before unions became strong was much the same as it has been since they did."

What we are seeing today may be a considerable exploitation of capital by labour, he continued. Capital's share is being maintained only by the ingenuity of management in finding more and more ways of using complicated additions to capital. "In other words, the constant pressure of higher money wages upon the price level is being contained to the extent that it is by a speeded-up introduction of labour-saving devices. It is capital's productivity that is really rising."

Dr. Wright concluded with a warning. The "motive power" for investment and industrial activity is the hope of profit. Too rapid a rate of increase in money wages can cause unemployment even when there is an accompanying inflation, because the inflation may not be enough to offset the increased risk. Inflation may clear the shelves but if profit prospects are not adequate, employment to replace or to expand may not occur. "Thus we can find not merely unemployment or inflation, but unemployment and inflation."

World Trade Conference

The world trade conference was opened by Hon. George Hees, Minister of Transport, who suggested that Canada should start invading other countries' foreign markets with the determination to win those markets that others have long considered theirs by right.

"Other countries," he noted, "don't have any reticence about invading our markets. Let's do a little invading of theirs, for a change..."

Mr. Hees said there are two unwarranted and undesirable lines of economic thinking in Canada—"defeatism and smugness"—and

believes that "those who assume an attitude of smugness look to our accomplishments, particularly since the Second World War, and assume that all we have to do is continue in our role of order clerks and business will continue to fall into our lap..."

He told his listeners that they all must be aware that it is no longer that easy—that the world has entered a period of hard sell and it is up to Canadians to realize this and "to utilize to the best of our ability our high qualifications in this regard..."

Challenge from Mass-Production Countries

Canada's prosperity is not dependent upon selling our resources in the export market but upon upgrading these raw materials to the fullest extent before consuming or selling them, said W. N. Hall, President of Dominion, Tar and Chemical Company Limited, Montreal, in an address on "The Challenge of Mass-Production Countries."

"Canada has the raw materials, the labour force, most of the technical skills and most of the money we need," he added.

He pointed out that Canada's economy is growing slowly, and "for a young, undeveloped country like Canada, this is a serious situation."

"This country has the serious problems of an unfavourable balance of trade, and unemployment. In the minds of many, the only solution to this is to export our wheat and our raw resources." But, Mr. Hall asserted, in the first nine months of 1959 we exported \$64 million in wheat to Japan and imported \$76 million worth of Japanese manufactured goods, most of which we could make here.

The effect has been that we have no more manufactured goods than we could have had anyway, but we have allowed the Japanese to make \$76 million worth of them and thus have left our unemployment problem unsolved.

"If Canada could manufacture only a small percentage of the goods now imported, we would have no Elliot Lake problem," Mr. Hall declared.

We buy Japanese manufactured goods because they are cheaper, they cost individuals less. But, he said, they cost the country more. "The Japanese are exporting unemployment to us, since we are employing Japanese workers. Our own unemployed, with no purchasing power, mean a reduction in Gross National Product and, as a result, further unemployment.

"By all means," said Mr. Hall, "let us trade our wheat, our pulp, our minerals to the rest of the world. But let us accept in return the things we really need—goods

demanding by our consumers which we cannot economically make.

"Canadian industry should not be seeking protection to make higher profits, but to secure our markets and allow us to grow and become mass producers. With growth there will be increased employment—and lower costs."

Challenge from Low-Wage Countries

If Canada's present standard of living is to be maintained, the country must have a protected economy, J. Herbert Smith, President of the Canadian General Electric Company, told the Canadian Manufacturers' Association.

Mr. Smith said that Canada must encourage home production of those items of which foreign producers are enjoying the advantages of lower wages and lower living standards. He warned that the alternative to this could be heavy unemployment; a slower rate of growth—even regression.

In the 10-year period up to and including 1957, Mr. Smith asserted, the Canadian economy grew with little threat from imports, but in the past three years of essentially uncontrolled imports, the economy declined.

Beginning with statistics on his own company, Mr. Smith indicated how the Canadian economy is declining. In the past three years Canadian General Electric had seen its employees reduced in number by 3,000, almost 20 per cent, to 13,000, he said.

He pointed out how Canada's rate of unemployment compared with that of other countries: in the early spring of 1960, Canada's unemployed numbered 9.1 per cent of the work force; in the United States, 5.8 per cent; and in Great Britain, 1.9 per cent.

In 1947, he said, 67 per cent of all imports were fully manufactured goods; now the percentage is 78. In the past three years Canada's labour force expanded 7.7 per cent, but persons with jobs increased only 4.9 per cent. Gross national product (per capita in constant 1949 dollars) increased in the 1946-56 period by 19.3 per cent, but in the next three years it dipped 4.1 per cent.

Mr. Smith noted that the cost of payments from the Unemployment Insurance Fund to jobless Canadians in the past two years amounted to \$900,000,000, and that Canada's deficit balance of international payments was \$1.5 billion.

If, instead of importing goods that result in a \$1.5 billion deficit, Canada could produce them, said Mr. Smith, it would mean employment for 300,000 persons who are now out of work.

He added that the goods produced by these Canadian men and women would likely sell at prices slightly higher than imported products by essentially the difference in their pay and that of the foreign workers they would displace. But, he emphasized, "When we consider the present 'unemployment salaries' we are presently paying several hundred thousand Canadians to remain idle, we may well find that the domestic products are, in fact, less costly to the Canadian taxpayer."

Challenge from the New Europe

"The time has come," said R. W. Todgham, President, Chrysler Corporation of Canada, Limited, "when the federal Government should review the British preferential tariffs..." Subject of his address was "The Challenge from the New Europe."

Mr. Todgham said that Canadian automobiles enter the United Kingdom under a 20-per-cent tariff, while British automobiles are entering Canada duty-free.

Referring to the high costs of production in Canada, Mr. Todgham said that not all the blame for them can be laid at the feet of the manufacturers. Organized labour, he suggested, must shoulder some of the blame for the situation.

He noted that in Chrysler's Simca plant in France, 30,000 workers produce 2,500 motor vehicles each day. "To match this production at Windsor," he asserted, "Chrysler would need about 60,000 men."

Pressing his contention about tariffs, Mr. Todgham said that in the Windsor, Ont., area today there are some 8,500 persons unemployed "and far too many of them used to work in automobile plants."

Walter L. Gordon

Unemployment may well be our main domestic problem in the years immediately ahead, said Walter L. Gordon, of Clarkson, Gordon & Co., Toronto, and Chairman of the 1955-56 Royal Commission on Canada's Economic Prospects, in an address to the management conference.

"I refuse to believe this problem is insoluble when there are so many things that need so badly doing.

"But it will not be solved, in my opinion, unless we think searchingly about it and unless the Government adopts consistent and at the same time imaginative policies for dealing with it," he declared.

Surely unemployment is a challenge to the manufacturing industries of Canada, he said. He then suggested that it would be a "constructive and useful thing" for the CMA to undertake a thorough study of the unemployment problem, preferably on a joint

basis with the trade unions. "After all, they have as much, or more, at stake as anyone."

Mr. Gordon said it should not be the sole preoccupation of the manufacturers to safeguard the capital invested in their companies and increase their profits every year. It was more important, he believed, to preserve the jobs of their employees and to provide jobs for others who seek work but cannot find it.

The aim of the study, he suggested, should be to provide "a detailed set of proposals for correcting or alleviating our present difficulties and a suggested outline of the broad policies the Government should pursue if this problem is to be kept under control in future."

To command respect, the study would have to be objective and aimed directly at alleviating unemployment. If it appeared to promote the self-interests of the manufacturers alone it would not have much influence.

Mr. Gordon suggested some questions that might be included in the study.

Do a persistent tight money policy for too long a period and an artificially high value for the Canadian dollar work to the disadvantage of both the resource industries and domestic manufacturers?

Is the unemployment insurance scheme open to abuses? Could this "essential form of protection" for people who become unemployed be tied in with a comprehensive scheme of government work projects on

which the people engaged would be given useful things to do and be well paid for doing them?

Is the re-training and re-establishment of people who become displaced through automation or because of the obsolescence of companies or industries a responsibility of the Government alone, or should the companies and the trade union concerned be expected to assist in a solution of the problem?

Another example of things that might be studied, Mr. Gordon continued, was the tariff structure. He would like to see all tariff rates in excess of 20 per cent examined "with a very fishy eye." If all the higher rates of duty were reduced, he said, "there might be room for some modest revisions in the opposite direction in places where they would do the most good."

Among many other subjects for study in a truly comprehensive examination of the unemployment problem was the need to devise policies for the relief and reinvigoration of distressed areas.

Recalling "the rosy picture of what Canada could accomplish during the next 25 years" that was painted by the Royal Commission of which he had been Chairman, Mr. Gordon said he could see no reason why we should not continue to be optimistic about the long-term future "if we evolve a consistent set of policies designed to stimulate the economy, to raise the level of human welfare, and to eradicate the curse and canker of unemployment."

Laval University's 15th Annual Industrial Relations Conference

Conference studies technological changes and the rights of management, and the repercussions management's introduction of such changes will have in bargaining

(Translation)

The 15th annual Industrial Relations Conference of Laval University, held at Quebec on April 25 and 26, studied technological changes with respect to the rights of management.

Some 400 persons participating in the two-day meeting considered the rights of management to introduce technological changes and the repercussions of such action in the field of collective bargaining.

The conference was held under the direction of Rev. Father Gérard Dion, Director of the Department of Industrial Relations at Laval.

Msgr. Alphonse Marie Parent, Rector of the University, and Jean Marie Martin, Dean of the Faculty of Social Science, welcomed the participants.

The guest speaker at the closing banquet was Prof. Lewis Coser of Brandeis University, who spoke on the future of the labour movement and technological change. Prof. Coser pointed out in particular the rising importance of the white collar sector in the area of automation.

Each of the six speakers' addresses was followed by a discussion.

The afternoon of the second day was taken up by a discussion and summing up on bargaining and arbitration concerning

technological changes. Taking part were W. G. Donnelly, Personnel Director of the Aluminum Company of Canada Ltd.; Jean Sirois, Assistant Manager (Standards Department) of the Dominion Textile Company; Marius Bergeron, Research Director, Canadian and Catholic Confederation of Labour; and Marcel Pépin, Technical Adviser to the National Metal Trades Federation (CCCL) and member of the Quebec Superior Labour Council.

Nature and Importance of Technological Change

The responsibility of retraining persons displaced from their jobs through mechanization or automation goes beyond the compass of the company, said Jean Paul Deschênes, Professor of Industrial Relations at Laval University, in a speech that set the tone of the two-day conference.

"The Government, the technical and specialized schools, the community, the trade unions, the companies, all should co-ordinate their efforts to provide adequate and plentiful training facilities to permit displaced persons to turn towards other sectors of industry," was his advice.

Mr. Deschênes defined technological change as follows: A modification of capital-labour equilibrium resulting from a change in the technique of production in an enterprise where the man-machine system operates at its maximal efficiency, whereby the participation of capital in the manufacture of a unit of production increases in proportion to the contribution of labour in the manufacture of this same unit.

The speaker explained that technological changes are divided into two categories: mechanization and automation. In mechanization, the machine tends to replace human effort, but man still plays an important part, for he controls the machine; in automation the machine tends to replace human control.

Stating that mechanization has favoured the establishment of monopolies or at least "oligopolies", and that the price we pay for many products is greatly higher than what we would pay were these enterprises submitted to price competition, Mr. Deschênes expressed the fear that this tendency towards the concentration of control would be accentuated by automation because of the fabulous cost of the installations.

The speaker then wondered whether the enterprise could discipline itself to take only a reasonable part of the profits so that both the worker and the consumer might benefit, or whether there would be need for a superior controlling body.

Dealing with short-term unemployment caused by technological changes, Mr. Deschênes declared that their advantages compensate by far for their disadvantages.

He insisted, however, on the necessity of retraining persons dismissed from their jobs because there was nothing left for them to do, and those dismissed because they were not adapted to the new machines.

He also maintained that the concern must give the remaining employees all possible opportunity to acquire new skills.

"The cost of retraining will probably diminish for a certain time all the benefits resulting from the innovation," he said, "but in that way the concern could compensate for the economic and social disturbances it causes in the community."

Mr. Deschênes also suggested different ways to channel technical progress and curtail its harmful effects.

More planning by companies of the technological changes they wish to introduce would permit a better orientation of the employees liable to be displaced. Although it is true that scientific discovery cannot be foreseen, that a newly-conceived machine can be obsolete before it reaches the market, nonetheless, in the majority of cases, a technological change can be foreseen, discussed and applied at the proper time.

Shorter working hours and longer holidays would permit a greater number of persons to work during the same period of time.

A broader seniority plan, based on the whole concern and not only the division, and more rational dismissal, hiring, transfer and promotion plans could also help reduce the harmful effects of technological change on both the labour force and the community.

Property, Responsibility, Rights of Management

"The more numerous a man's possessions become and the farther we get from the centre of his personal life, the more urgent also becomes the social mission of his property and the stronger must become his respect for the common good in the use of his property," said Father Gérard Dion, Director of the Department of Industrial Relations, in his speech on property and the basis of authority in industry.

Authority is the moral power to co-ordinate the activities of a group towards the common good, Father Dion pointed out. Reminding his listeners that things are administered but that men are governed, he pointed out that one must distinguish between the basis of authority, the holders of authority, the ways of choosing them and the exercise of authority.

"Authority is always founded on the common good," he said. "It is the common good that gives authority its powers, that determines its nature and the scope and limit of its competence."

Father Dion added that it is evident that ownership is not and cannot be the basis of authority. "If property creates a right to things, it cannot by itself give any power over men."

"If there were only things to administer in the concern," he said, "there would be no problem. But the difficulty arises when these things cannot be administered without involving men whose co-operation is essential to the administration."

As to the scope of the power of a person or group, as well as the ways of exercising authority, since what counts is effective authority and not power in the abstract sense, and since one cannot force investors to invest any more than one can make workers work, the concrete arrangement boils down to a question of agreement, of negotiation between the partners in production.

In conclusion, he declared that what are termed the rights of management are not immutable, can change and do change with changing times and circumstances.

"It can all be brought down to a question of efficiency, of fitness for realizing the welfare of the enterprise with due respect for the rights of all participants and the common good of the whole economy," he said.

Efficiency, "Science" and Rights of Management

In the context of rights of management, which are less and less closely connected with the right of ownership, in the perspective of numerous and often divergent definitions of efficiency and in view of the obvious uncertainties and in accuracies of "science" in industry, more especially with regard to technological changes, what recourse do management and the union have?

This was the question which Roger Chartier, Professor of Industrial Relations at Laval University, tried to answer.

He pointed out that the process of collective bargaining is essentially partial participation of the union in the management of the concern. He also drew attention to the fact that, as there are no limits of principle in the field of collective bargaining, it is only normal that discussions should be held between the parties in technical and financial matters just as they have been for a number of years in social and economic matters.

The traditional attitude of management in setting forth its rights as an occupant

and in assuming and keeping for itself all the rights which the union does not manage to get away from it, he added, is very general. This will gradually give way, however, to a new attitude, more positive and less apprehensive, based on the notion of a trustee's role, a clearing-house in the service of all who are interested in the concern.

Mr. Chartier suggested that the management of a concern should see in its employees, at all levels, not rivals and persons trying to encroach upon its efficiency, but persons engaged in a common work whose activities it must co-ordinate and whose interests it must put into equilibrium in terms of the aims of the concern that every one has at heart.

Mr. Chartier pointed out that there can be no such co-ordination without concessions, give-and-take and even compromise; that is the price one must pay for real efficiency in a concern.

If the union wishes and seeks to participate in the management of all who may be affected by the actions and decisions of management, the latter, in all pragmatism, can aim to participate in the process of decision of all who are in a position to affect the eventual results, the concrete carrying out of these decisions.

"The management of concerns," he said, "will base its decisions on the relative bargaining strength of those concerned."

Mr. Chartier concluded that the management of concerns, the meeting-place for all agreements to be arranged, will continue to be effective, but in an eminently broader and more fruitful sense, in respect for the rights of all the agents of production and in the search for that point of equilibrium that will enable the concern to function and to be of service.

Technological Change and Collective Bargaining

Jean Réal Cardin, Director of the Industrial Relations Section of the University of Montreal, suggested the use of teams of specialists by trade unions in their negotiations with management over the technical implications of technological progress.

"In the event of increased development and application of industrial engineering techniques and their more frequent and better understood use by the labour movement," he said, "these techniques will become a means for the labour movement to extend further, and to justify, its claims to more open bargaining, better accepted by management in the field of technological change."

The speaker declared that, as a general rule and for the time being at least, trade

unions do not question the right of management to decide such questions as the products to be manufactured, factory sites, the organization of production, and the methods, means and processes of manufacture.

He pointed out, however, that to protect the workers trade unions demand that the drawing up and establishment of rules and procedures regarding the application of changes be carried out through bargaining.

"The trade union movement in big industry does not, in general, object to management's initiating and applying technological changes it considers necessary for the progress of the concern," he said, "but the trade unions attempt to bargain on the conditions under which these changes will take place in the factory."

The trade unions insist upon bargaining on everything pertaining to the working conditions of their members; on anything that can change them, that can modify or destroy, from a human or economic point of view, that which has been won," Mr. Cardin recalled.

"Bargaining over technical change," he said, "does not mean only to discuss the means by which it will be introduced into the factory, but also, and above all, to ensure that the terms of the agreement on this introduction are laid down or revised accordingly."

Arbitration and Technological Change

The Employer's Point of View

Management has, at all times, the right to change the means, methods and processes of production; the union has a right to represent and protect the workers, which allows it to contest and appeal management's decisions.

In this way J. J. Gagnon, Director of Industrial Relations for the Aluminum Company of Canada, described the respective positions of employers and employees in the realm of technological change.

Mr. Gagnon stated that since both parties had agreed on the principle of arbitration of grievances, the union had by this very fact recognized the rights of management to administer the concern and to exercise its function of initiator.

"Arbitration of grievances during the lifetime of the collective agreement can only revise the actions of management," he said.

The speaker maintained that management has complete freedom in the exercise of its rights and that an arbitration cannot substitute his judgment for that of management as to the latter's right to act in such or such a manner.

He added:

In the case of technical change, the contract should specify that such grievances be submitted to an arbitrator specially qualified for the task. Moreover, the contract should indicate that for each grievance the arbitrator's decision would be limited to the technical change involved, and that once the question was decided it should remain so for a certain length of time unless there be subsequent changes in equipment, machinery or material.

Mr. Gagnon was opposed to the arbitrator's interpreting the whole of the collective agreement or trying to find a common denominator for all working conditions.

"In the case of a work or production standard," he said, "it is imperative that the arbitrator's decision be limited to that standard which is the subject of the grievance."

"The establishment of work standards is a responsibility of management," concluded Mr. Gagnon, "and it is up to the union to contest them if it believes that, as a result of the establishment of those standards, the concern demands more than a reasonable day's work, that the pay is inadequate, or that working conditions are inherently bad."

The Employee's Point of View

"In principle, all disagreements can be arbitrated," said Marius Bergeron, Director of the Research Service of the Canadian and Catholic Confederation of Labour, who spoke on the trade unions' point of view on grievances arising from technological change.

In the case of changes affecting operating conditions, Mr. Bergeron maintained that the collective agreement should let the arbitrator or the arbitration committee decide whether or not the work load or rhythm has been maintained and submit a decision binding both parties.

The criterion of judgment, he said, should be the work rhythm or work load existing when the agreement comes into effect.

In another respect, in the case of change bringing about new working conditions, the collective agreement should acknowledge the right of the arbitrator or the arbitration committee to submit a recommendation only.

He added that suspension of the no-strike clause should also be provided for the following reasons:

1. Each party to the agreement should be subject to the same procedure when it seeks to establish new working conditions;
2. The arbitrator's role is not to establish the law between the parties, but to apply it, to interpret it;
3. Techniques used to establish new working conditions not being scientific, they could not be resorted to to impose new

working conditions which, in fact, modify the collective agreement as accepted.

Mr. Bergeron stated that the current practice used in the application of new working conditions "ignores certain fundamental rights of the workers."

Declaring that present agreements do not sufficiently elaborate on the manner in which differences arising from the application of technological changes shall be negotiated or settled, he added:

It is desirable that the techniques used to determine new working conditions during the lifetime of the agreement be contractually agreed on and jointly applied, with the condition that differences could be submitted to arbitration binding the parties, the arbitrator using as a criterion the techniques agreed upon.

The Labour Movement and Technological Change

According to Prof. Lewis Coser of Brandeis University, the increase in production costs in the last decade was not caused by wage increases but by the proliferation of white collar workers.

Speaking at the closing banquet, Dr. Coser maintained that increases in salaried personnel tend to absorb and cancel out the results of improvements in productivity.

The modification of the labour structure will be accentuated to such a point that in 20 years, in many industries, the ratio of production workers to other workers will stand at one to three, the exact opposite of that existing at present.

Mr. Coser declared that it would be possible to minimize the effects of the increase of white collar workers if management "would consent to share with the workers certain of its traditional functions.

"There is no reason why trade unions, by taking a more direct part in the development and control of production work, could not succeed in reducing the costs of a scattered supervision which presently con-

stitutes one of the most important factors in the increase of administration costs," he said.

The speaker noted that with the coming of the age of automation, management is demanding complete freedom in introducing technological change, whereas the trade unions are asking for the adoption of protective measures to mitigate certain consequences of automation.

He specified:

In the past, labour action has indirectly stimulated capital investments by obligating management to seek compensation for increases in labour costs. In future, pressure from the trade unions may provoke an increase in the responsibilities of the workers to the level of direct control of production work. It is possible that management will agree to pay this price in return for a greater stability in its relations with the workers and their unions.

Mr. Coser pointed out that it is impossible today to give back to the individual worker his mastery over, the elements, formerly complex and numerous, of his job; however, it is not only possible but also desirable to give him this mastery by entrusting the worker group with collective control over a complex of jobs which have been simplified.

He said that trade unions will have to force management to give the workers a general, many-sided training instead of letting such training deteriorate towards fragmentation and specialization. Thanks to this orientation, many workers will become capable of directing and controlling by themselves a good part of the production work.

"If the unions fail in this task," warned Mr. Coser, "their social function will gradually lose its importance; but if, on the contrary, they can adapt themselves to the requirements of modern times, they will render a great service not only to their members but to the whole of society."

European Farmers' Sons Gaining Experience on Canadian Farms

An experiment that is allowing the sons of farmers in The Netherlands, Belgium and France to come to Canada for periods of up to nine months to study Canadian farming techniques is being tried out under direction of the Department of Citizenship and Immigration.

During the current year the sons of 120 Dutch farmers will take advantage of the plan.

Through working on Canadian farms it is hoped the young farmers will familiarize themselves with agriculture conditions and make them aware of the advantages and opportunities to be derived from establishing themselves on farms in this country.

It is expected that after they return to their own countries they will discuss with their friends and farm organizations the farming possibilities in Canada, and that many of them may return to this country themselves to take up farms.

The plan, in addition to helping Canada, will help The Netherlands and, to a lesser extent, Belgium and France.

Seasonal Unemployment in Canada—3

Final instalment of three-part article relates steps already taken to deal with seasonal unemployment, suggests several ways by which it may be reduced, and concludes that long-term solutions being sought to greater and greater extent

Part 3—Steps Taken to Deal with Seasonal Unemployment Problem: Summary and Conclusions

EFFORTS TO STIMULATE WINTER EMPLOYMENT

Education and Promotion

In the late 1940's, a number of National Employment Service offices of the Unemployment Insurance Commission organized a "Find a Job Week" program to ease winter unemployment. As a result of the success achieved by these local campaigns, the Commission in January 1950 instructed all its offices to promote the establishment of local winter employment committees and to extend the local publicity campaigns.

Since 1954 the local campaigns have been incorporated into a national winter employment promotional and educational program conducted jointly by the Department of Labour and the National Employment Service of the Unemployment Insurance Commission. The purpose of the national program is to inform the public about the seasonal problem and to encourage support for the winter employment campaign from organizations and individual citizens.

This program, which illustrates in various ways the advantage of having work done in the "off-season," makes use of newspapers, magazines, billboards, radio and TV advertising. To ensure its success liaison has been established with large companies having a direct interest in stimulating winter sales. Active co-operation is also obtained from newspaper associations, the Canadian Broadcasting Corporation and major magazine publishers. In all, about fifty national associations and publishing firms have given some degree of co-operation.

Expenditures on behalf of the publicity campaign from outside sources are substantially greater than those from the Government of Canada. Many companies in providing support have created new markets for themselves that have increased their sales and so provided additional winter work. The result has been beneficial to both the community and the nation.

Because it is at the community level that the campaign takes effect, the organization of approximately 200 local campaigns across Canada by the National Employment Service of the Unemployment Insurance Commission is a major feature of the

undertaking. These campaigns have their origin in local employment committees, groups of citizens representing a cross section of community interests working in close co-operation with local NES office staffs. Most local campaigns are conducted jointly by such voluntary committees and the local NES office, although in a few localities the local office conducts the campaign without committee assistance.

As in the national campaign, the first objective of the local campaigns is to bring the facts of winter unemployment and the desirability of doing something about it squarely before the community. The second is to stimulate individuals to support the campaign according to their abilities and the opportunities open to them.

Public knowledge of the problem of winter unemployment and the importance of taking action to create more winter employment have been increased tremendously by the local campaigns. How is this increase being achieved? The following paragraphs give some idea.

During the winter of 1958-59 local organizations distributed more than 100,000 posters, 80,000 window streamers, almost 3,000,000 correspondence stickers and more than 1,100,000 pamphlets, all of which were provided by the Department of Labour. Sponsored newspaper advertisements, editorials, pictures and news items obtained locally are conservatively estimated to have totalled 248,836 column inches. Locally sponsored radio and TV spots are similarly estimated to have totalled 27,791 spots.

The film "Winter Construction—It Can Be Done," produced for the National Research Council, was shown to 368 audiences; 428 talks and panel discussions were conducted, and by local arrangement 379 second-run movie theatres ran winter employment film clips as a public service.

The organization and carrying out of local campaigns entailed 927 meetings of local committees. In addition local workers arranged much additional free publicity,

such as pulpit announcements, letters from committee chairmen to employers, parades, exhibitions, etc.

Reports from employment offices and local committees indicate that this increased knowledge was translated into action by municipal governments, local industry and business, local organizations and individuals. As a result of such action, many thousands of workers were employed who would otherwise have remained unemployed and large numbers of workers who might have been laid off were kept on the job.

National Winter Employment Conference

In 1958 the Canadian Government organized a conference to discuss Canada's seasonal unemployment problem. The conference was held in Ottawa on July 14 and 15 with Hon. Michael Starr, Minister of Labour, as Chairman. Representatives of provincial governments, industry, labour, consumers, the universities and other private organizations attended the conference.

During the conference, delegates were divided into four groups: government, promotion and publicity, trade and commerce, and industry. These groups met separately and then reported to a plenary session.

The government group recommended:

1. Greater availability of money for financing housing construction with lowest possible interest rates and low down payments;

2. Assistance in slum clearance to create employment during the winter months;

3. Expansion of the federal assistance program in the construction of roads to underdeveloped areas in winter months, and in the construction of camp sites and picnic grounds;

4. Establishment of municipal and provincial committees to develop measures for creating winter employment;

5. Incentive by way of greater federal assistance to provinces for public works during winter months;

6. Continuing and intensified winter employment campaigns and adequate staff for National Employment Service Offices, to assist them in the conduct of such campaigns;

7. Better timing and planning on the part of all levels of government of public construction projects;

8. Discouragement of overtime in high employment periods, with a view to levelling out employment the year round; discouragement of the practice of holding two jobs—commonly known as "moonlighting";

9. Sharing by the federal government with provinces and municipalities the cost of renovation of municipal public buildings, streets, etc.;

10. Expansion, wherever possible, of trade training to improve the skills of unemployed persons, thereby enhancing their prospects of obtaining employment;

11. Encouragement to secondary industries, to stimulate more extensive processing of basic materials in Canada.

In addition, the government group endorsed the suggestion that "serious study be given to providing incentives to business generally to retain and/or hire employees in the winter season."

The promotion and publicity group concluded that the responsibility for leadership in publicity and promotion must fall on the Government. Independent organizations can, of course, be of enormous help. The group recommended three main things:

1. An intensified advertising campaign;

2. An intensified personal selling campaign, with some new twists in it for group selling; and

3. An intensified promotional and publicity campaign.

The trade and commerce group recommended:

1. Financial incentives to encourage capital outlay during the winter months—this might be done through an accelerated depreciation allowance;

2. Encouragement of winter vacations in Canada—this might include incentives to resort operators;

3. Encouragement of an increased volume of expenditures on home improvements during the winter.

The industry group stressed the importance of incentives: "We stress that there must be some incentive, something that would hit the pocket of the industrialist, of the homemaker, of the municipality; that is the prime thing that could result in developing action."

Government Activity

In 1955, the Government of Canada issued a directive on winter employment to all its departments and agencies. This directive urged all departments and agencies to plan their activities in such a way as to create, where possible, maximum employment during the winter months.

An interdepartmental committee on winter employment was established under the chairmanship of the Deputy Minister of Labour to carry out the intention of the directive. The committee is made up of

representatives from the Department of Labour, the Unemployment Insurance Commission, and the main spending departments in the construction fields: Public Works, Transport, Defence Production, National Defence, Finance, Defence Construction Ltd. and Central Mortgage and Housing Corporation.

These departments and agencies have succeeded in shifting a large proportion of construction work and purchasing to the winter months. As a matter of policy, some government departments do practically all postponable repair and maintenance work in winter.

Provincial governments continue to co-operate in efforts to stimulate winter work. Interdepartmental committees have been established in five provinces. Generally, it is provincial policy to schedule maintenance and repair work for the winter months.

In the winter of 1958-59 Nova Scotia offered to municipalities a winter works incentive program under which the province paid 50 per cent of direct payroll costs of approved projects for the repair, extension and renovation of municipal buildings, screening and improving reservoirs and water supply lakes, improving dumps and erecting or repairing traffic signs and street lamps.

In Alberta a \$2-million cold weather road-building program was carried out with the specific purpose of providing winter work. In many provinces a substantial amount of construction work is carried out in the off season on provincial buildings.

The Municipal Winter Works Incentive Program, announced by the Government of Canada in 1958 and now in its second year of operation, has met with substantial success. Under the program the Government of Canada agreed to pay 50 per cent of direct labour cost on certain municipal projects that "are not normally carried out in winter." The projects for approval fell into the following three categories:

1. The construction and major reconstruction of streets, sidewalks or roads, other than arterial roads;
2. The construction and major reconstruction of water, sewage and storm sewage facilities not including buildings;
3. The construction and development of municipal parks, municipal playgrounds, separate or in municipal parks but not including school playgrounds.

Workers eligible to work on these projects were those who were either unemployed or who would have become unemployed in the absence of these projects. The National Employment Service did the recruiting.

All provinces accepted the plan. Prince Edward Island, Ontario, Saskatchewan and Alberta added supplementary payments amounting to 25 per cent of direct labour cost while Manitoba added about 30 per cent to the federal contribution.

During the first year of operation (October 31, 1958 to May 31, 1959) more than 700 municipalities participated. Some 1,947 projects were approved, involving total expenditures of more than \$89 million for the designated six-month period. These projects provided an average 41 days of employment for 35,545 additional workers on site. How many additional man-hours were required to supply materials and for transportation and services associated with these projects are now known, but they would be a substantial number.

In the summer of 1959, the Government announced that the Program under the same conditions would operate between December 1, 1959 and April 30, 1960. Again all provinces participated; about two million man-days of employment were created by the program.

The Municipal Program has provided tangible support to the government's educational efforts in creating winter work. It has demonstrated that a modest financial incentive can create a large number of additional jobs during the winter months. To the extent that it paid, on the average, more than \$500 in wages to each worker who worked on the projects, it gave a large measure of security to the families of those workers who participated in the program. It has, in addition, made a positive contribution to community development and to the growth and stability of the economy generally.

Apart from the Municipal Winter Works Incentive Program, the federal Government has co-operated with other groups in carrying out special winter works projects. For example, the Department of Northern Affairs and National Resources offered financial assistance to provinces in the development of camping grounds and picnic areas and the construction of forest access roads. The federal Government paid 50 per cent of the labour costs on these projects.

During the winter of 1958-59 winter employment was stimulated greatly as a result of funds made available by the federal Government for housing. Many contractors in all parts of Canada expanded their operations during the autumn months with the result that the carryover of houses (houses under construction) reached a record of almost 90,000 going into the winter. Again in 1959, the Government made available

sums of money for houses built during the 1959-60 autumn and winter months.

A larger amount of money was borrowed during recent winters for home improvement loans under the provision of the

National Housing Act than in former years. Central Mortgage and Housing Corporation has also encouraged the building of low-rental housing in rural areas in the winter months.

EVALUATION OF THE WINTER EMPLOYMENT CAMPAIGN

It is not possible to measure statistically the results of efforts to stimulate winter employment; but there is a great deal of evidence from local sources that many workers have been employed in winter who in the absence of this campaign would have been unemployed.

Also, there is much evidence that active participation in finding a solution to the serious seasonal problem is growing.

The Working Committee on Winter Employment, with members from the Department of Labour and the Unemployment Insurance Commission, has been responsible for research and education on and promotion of increased winter employment. Guided and stimulated by this committee, the co-operating national and local groups have expanded their search for ways and means to reduce the seasonal unemployment problem.

After participation in the National Winter Employment Conference in July 1958, the Canadian Manufacturers' Association established a committee on winter employment to consider how production and sales programs could be planned on a year-round basis in order to minimize layoffs, to study the types of manufactured products that might be sold to a greater extent during the winter months and the possibility of enlisting more national and local advertising with the object of increasing the manufacture of these goods in winter. Divisions and branches of the Association across Canada co-operated with interested individuals and groups at the provincial and municipal levels on winter employment programs. Representatives met with local and provincial winter employment committees.

The Canadian Labour Congress is represented on the Winter Employment Subcommittee of the National Employment Committee, the National Joint Committee on Wintertime Construction and all regional employment committees. Labour Councils are encouraged to co-operate with municipal authorities in developing winter projects. Many of them sponsor advertisements and other forms of publicity to stimulate winter work. Provincial Federations of Labour are encouraged to co-operate with provincial authorities in developing provincial winter employment programs.

The Canadian Construction Association established the National Joint Committee on Wintertime Construction in 1955. This committee is representative of all groups with an interest in winter construction. The committee worked with the National Research Council in the preparation of the film, "Winter Construction—It Can Be Done".

The National Housebuilders' Association is represented on national and local winter employment committees and has distributed publicity material on winter employment to local associations. The experience of builders who operate twelve months each year has been of great value in establishing a realistic view of the benefits and difficulties inherent in winter construction.

Apart from these, the Division of Building Research of the National Research Council has given considerable support to year-round construction.

This broad outline of the extent of activity and interest in the seasonal problem suggests that the people of Canada are generally aware of the seriousness of winter unemployment. Nevertheless, while thousands of additional winter jobs undoubtedly have been created in past winters, the magnitude of seasonal unemployment in total has not altered appreciably. A number of factors have been responsible for this lack of measurable progress despite the considerable efforts devoted to creating more winter employment:

1. The seasonal industries are growing rapidly and thus the absolute number of workers affected by seasonal layoffs is growing;
2. The construction industry in particular has operated at unusually high levels in the past several years and since its seasonal swing from summer to winter has not changed appreciably, the absolute number laid off for seasonal reasons has continued to be high;
3. The logging industry, which used to absorb a large number of workers in the wintertime, has gradually shifted its operation away from winter to summer and autumn, thus inducing a larger swing in total employment between summer and winter;

4. The truck and taxi components of the transportation industry have expanded rapidly in past years and both of these are highly seasonal.

On the other hand, the year-round stability of total employment is supported by an expanding manufacturing industry.

Research

The Economics and Research Branch of the Department of Labour began a study of seasonal variation in employment in early 1952. This study culminated in a statistical report, "Calendars of Seasonal Variations in Employment," published in August 1954. The initial purpose of this study was to enable labour market analysis to assess more accurately month-to-month movements of industrial employment.

In December 1952, the National Advisory Council on Manpower requested the National Employment Committee to undertake a study of seasonal unemployment in Canada. In the summer of 1953 the National Employment Committee, through the regional and local employment committees, questioned more than 600 Canadian employers in 18 seasonal industries on the causes of seasonal variations in their employment and on methods they had developed to reduce such variations, and asked for any suggestions for further action. A report based on the employers' replies was prepared by the Economics and Research Branch of the Department of Labour in April 1954 under the title, *Seasonal Unemployment in Canada*.

A third report, "Canada's Seasonal Employment Problem," was prepared by the Economics and Research Branch in the summer of 1958 to provide basic data for the delegates to the National Winter Employment Conference held in Ottawa, July 14 and 15, 1958.

One of the many recommendations coming out of the National Winter Employment Conference was that more ought to be known about those who become unemployed for seasonal reasons each winter. It has been recognized for some time that while we have a fair idea of the magnitude of seasonal unemployment, more ought to be known about who the seasonal unemployed are, what industries they come from, their age, sex, duration of unemployment and, possibly, their income position.

The Economics and Research Branch has undertaken such a study, using available data and special tabulations made by the Dominion Bureau of Statistics and the Unemployment Insurance Commission. The results of part of this study were outlined in the second part of this article. Some questions remain unanswered and further research will try to answer them.

Over the past year the Government of Canada has co-operated with the Government of British Columbia, through the B.C. Research Council, in a study of seasonal unemployment that will add to our knowledge of the problem in that province. A similar study will be undertaken by the Economics and Research Branch in co-operation with the Governments of Nova Scotia and New Brunswick.

SUMMARY

This study has already indicated which industries bring about our seasonal unemployment problem. It has been estimated that in March 1959, when unemployment was at its annual peak, about 250,000 persons were unemployed for seasonal reasons. At least 40 per cent of these came from the construction industry. The balance came largely from the primary industries (agriculture, mining, logging, fishing, etc.) and the transportation and related industries that service, and are dependent upon, these other seasonal industries.

The Problem Related to Certain Industries

Although manufacturing as a whole does not contribute significantly to the pool of the seasonally unemployed, many industries within the manufacturing sector are among the most seasonal industries in the Canadian economy. But because of the different times at which their peak activities occur, and also because many large manufacturing

industries experience no seasonal swings at all, the over-all contribution to the seasonal problem by manufacturing is minimized. The most seasonal groups within manufacturing are the food-processing and the wood products industries. Hence, a region or a labour market area with a preponderance of this type of manufacturing activity will experience larger seasonal swings.

Agriculture contributes considerably more to seasonal variations in employment than to seasonal unemployment. This is particularly true of the "unpaid family workers," many of whom become active members of the labour force during the summer months but withdraw from the labour force for the rest of the year. The boys and girls return to school while the women resume their household duties. Many other farm workers who leave the farm labour force after the harvest find jobs in other indus-

tries, particularly construction and forestry, for a short period. When they subsequently become unemployed, they are no longer identified with agriculture. This movement tends to reduce the measurable amount of seasonal unemployment that originates in agriculture.

Some types of farming employ labour on a year-round basis, others need no labour at all during the winter, and the remainder fall somewhere in between. It seems likely that manpower resources in the latter type of farming are underutilized during the winter months. This might be offset by overutilization (i.e., very long hours, maximum effort, six or even seven days a week, etc.) during the summer months.

Forestry is a substantial contributor to the pool of seasonally unemployed although, as in the case of agriculture, many loggers leave the forestry labour force when they leave their logging job, and become attached to other industries. In Eastern Canada, logging and agriculture, or logging and fishing, are usual combinations of year-round employment. The peak demand for loggers occurs in late fall and early winter, when the demand for farm labour in agriculture and fishing is at its seasonal low.

Unfortunately, however, winter logging operations are becoming less important, so that although the seasonal trough in logging does not occur until May, employment is at a very low level during February, March and April, when most other seasonal industries are also operating at very low levels. The result is that while a high level of logging employment from October until January cushions the large seasonal declines in other industries, it no longer provides the support during the other winter months that it formerly did. Furthermore, the concentration of logging operations in regions with a substantial amount of seasonal unemployment makes this shift particularly important.

The Problem Related to the Regions of Canada

The amount of seasonal unemployment in a region depends upon its industrial composition and climate. Since Canada's economic regions have different industry structures and some variation in climate, it is not surprising to find different degrees of seasonality. It is lowest in Ontario and the Prairie region and highest in the Atlantic, Quebec and Pacific regions. Although no precise information is available, it appears that the Atlantic region's contribution to the seasonal problem is more than half that of Ontario's although its labour force is only about one-fifth that of Ontario.

Most of the seasonal unemployment in the Prairie region is associated with agriculture and construction, and in Ontario with construction and transportation, particularly lake shipping. Fishing, fish processing, fruit and vegetable canning, construction and forestry are the industries associated with seasonality in the Atlantic, Pacific and Quebec regions.

The extent of seasonal unemployment not only varies among the different regions but also among the different labour markets within each region, depending upon the extent and variety of manufacturing activities in the area. If a labour market area is heavily dependent upon seasonal primary industries, seasonal unemployment is likely to be high. If it has a varied manufacturing industry, it will tend to have little seasonal winter unemployment, apart from the influx of seasonal workers from outlying points.

Who Are the Seasonally Unemployed?

Keeping in mind the limits imposed by the data used, Part 2 of this article provided at least a partial answer to this question. In the first place, the industries from which most of our seasonally unemployed come are predominantly employers of men. The proportion of women in construction, logging, transportation and fishing is very small, less than 3 per cent, except in transportation. In transportation, however, the women are a stable group throughout the year. This is because the seasonal component of the transportation industry is made up largely of seamen and taxi and truck drivers, all essentially male occupations. This is not meant to imply that women are not affected by the operations of the seasonal industries, but that women who work in seasonal jobs during the summer are more inclined to leave the labour force when the job is finished than to seek another job. Bearing this in mind, therefore, the seasonal unemployment problem can be regarded as essentially a male problem.

Men who are seasonally unemployed in the winter have a wide variety of occupational skills but these are distributed very unevenly and are dominated by construction occupations. This is true for all levels of skill. For the period 1955 to 1959, construction occupations averaged 24 per cent of the peak registrations for employment of the skilled and semi-skilled and 40 per cent of the unskilled group. Furthermore, the proportion of unskilled workers among the winter registrations is considerably larger than among the summer registrations.

The winter unemployed are younger than the employed, on average. In January 1959, when only 6 per cent of the men who had

jobs were under 20 years of age, this age group accounted for 14 per cent of those without jobs. Of the under-20's who were

unemployed, 22 per cent were from the labourers' group and 19 per cent had no work experience at all.

CONCLUSIONS

The analysis suggests that apart from a large group of skilled and semi-skilled construction workers, the seasonally unemployed are relatively unskilled male workers in the younger age groups. While there are many local exceptions to this generalization, a short-term solution to the seasonal problem would require finding or creating jobs for a group of skilled and semi-skilled construction workers and for relatively unskilled men, many of whom also lack any extensive work experience. Furthermore, any attempt at solving this problem through the creation of winter jobs must take account not only of the amount of seasonal unemployment in a particular locality but also of the availability of the necessary skills within the area.

Workers are not likely to move over long distances to obtain employment for only two or three months. Geographical, industrial, and occupational mobility of unemployed workers is inhibited by many factors: economic, social and institutional. Work patterns tend to develop that impede the mobility of the unemployed, particularly if such patterns are supported by high earnings for eight to ten months of the year and unemployment insurance benefits for the remainder.

In general, therefore, jobs for the seasonally unemployed would have to be created in the local areas where seasonal layoffs occur and would also have to be suited to the kinds of skills available locally.

These are factors involved in a short-term consideration of the seasonal problem. What about the longer-term solution? Can the seasonal problem be solved in the long that today everything is big: big business, involved?

There are several ways by which seasonal unemployment can be reduced. Some of these are: (1) a reduction of seasonal fluctuations in the employment of seasonal industries; (2) a decrease in the number of persons attached to the seasonal industries; (3) a shift in seasonal patterns so that there is a better balance between the peak activity of one industry and the trough of another; and (4) a shortening of the inactive season, i.e., a reduction of the seasonal layoff period. What are the prospects for achieving these changes?

Apart from construction, most seasonal industries are dominated by fundamental climatic and seasonal factors about which little can be done. The seasonal swings in

construction have been declining for more than 30 years. Since 1924-28 the seasonal amplitude has decreased from 66 per cent to 38 per cent in the 1953-57 period. The size of the amplitude in the "buildings and structures" part of the industry fell from 47 to 31 per cent, and the swing for "highways, bridges, and streets" was reduced from 146 to 50 per cent. Although the seasonality in the "buildings and structures" has increased slightly over the past 10 years, that of the "highways, bridges and streets" sector has continued to decline. Many factors are involved but technological developments are no doubt the most significant.

The seasonality of all major industry groups has decreased over the past 30 years but more recently some industries have shown an increase in their seasonal amplitude. In nearly all industries studied, the seasonal amplitudes are still well below the levels of the late 1920's. The one exception is the "agricultural implements" manufacturing industry, whose amplitude has increased substantially.

There has been an increase in the number of persons employed in some seasonal industries and a decrease in others. Employment has declined in agriculture, forestry and fishing and increased in construction and transportation. Given the same seasonal amplitude, an industry will contribute an increasing number to the pool of the seasonally unemployed as its total employment increases. As mentioned earlier, the amount of seasonal unemployment originating in agriculture is much less than one would expect considering the large seasonal variations in agricultural employment. To a much lesser extent this is also the case in logging and fishing. Hence, a decline in employment in these kinds of seasonal industries will not have the same effect on the pool of seasonally unemployed as a decrease in the employment of other kinds of seasonal industries.

The third kind of change mentioned above is a shift in the patterns of the seasonal industries. An example of this shift has already been given but it might be worth repeating. Logging in Eastern Canada has always had its peak in December and trough in May and this has not changed. But until a few years ago the months of high employment were November to March. Now they are limited to the October-to-January period, with an increasing proportion of the cutting being done in October and November. This

industry, therefore, which used to absorb some of the seasonally unemployed during the winter, is now contributing its own employees to the pool. Unfortunately, shifts in the other direction have been much less significant so that on balance the changes in the patterns of seasonal industries have tended to add to the numbers of seasonally unemployed in the winter.

The fourth type of shift that might take place is a shortening of the layoff period for the seasonally unemployed. There is some evidence that over the past 30 years this has been happening in the construction industry and consequently in the industries that service it. In 1941 only 26 per cent of the construction workers had 50 weeks or more of employment during the year (July 1940 to June 1941) but by 1951 this had increased to 46 per cent. The development of deep-sea fishing on the east coast has lengthened both the fishing season and the processing season. Conservation measures have shortened the fishing season for some species but in most cases the yield is much higher. In the logging industry in Eastern

Canada quite the opposite has happened and the layoff period has become much longer.

What, then, are the prospects for reducing the number of seasonally unemployed in the winter months? There is no simple answer to this question but, as mentioned, it is necessary to distinguish the "short-term" from the "long-term" solutions of this problem. The "short-term" solution depends to a great extent on the action taken by all levels of government, and the longer-term solution demands a development of new techniques and new machines. Promotion and education, building research, development of new managerial and organizational techniques are but a few of the many approaches to the problem. Recent developments along these lines indicate that the longer-term solutions are being sought to a greater and greater extent.

The over-riding factor in the search for a solution to this problem lies, of course, in the country's ability to keep the economy buoyant; this reduces the number of workers affected by the seasonal factor and also reduces the social problem associated with this kind of unemployment.

Industrial Fatalities in Canada during the First Quarter of 1960

Deaths from industrial accidents decreased by 88 from the previous quarter and by 51 from the first quarter of 1959. Of the 226 fatalities in 1960's first quarter, 46 occurred in manufacturing, 42 in transportation, and 31 in logging

There were 226* industrial fatalities in Canada in the first quarter of 1960, according to the latest reports received by the Department of Labour. This is a decrease of 88 from the previous quarter, in which 314 were recorded, including 39 in a supplementary list. In the first quarter of the previous year, 277 fatalities were recorded.

During the quarter under review, there were five accidents each resulting in the deaths of three or more persons.

Two accidents cost the lives of five persons in each case. On March 2, five Montreal firemen were fighting a fire from the roof of a building when the roof collapsed,

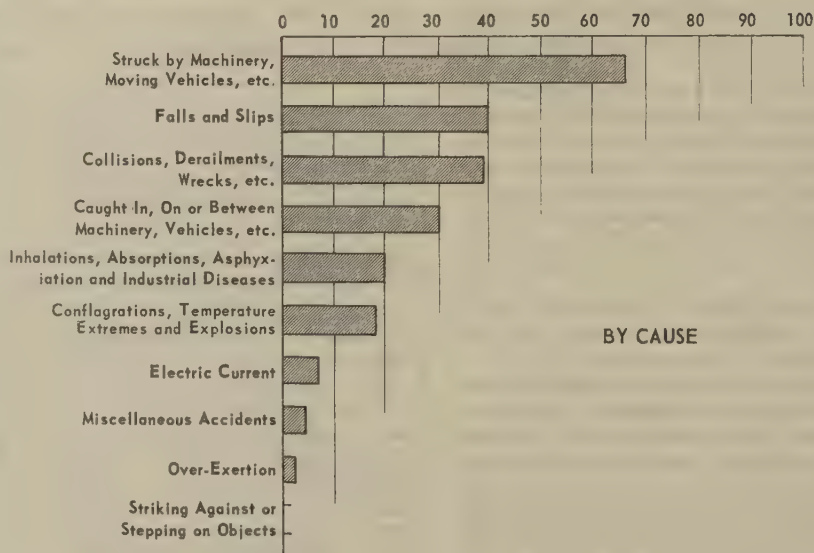
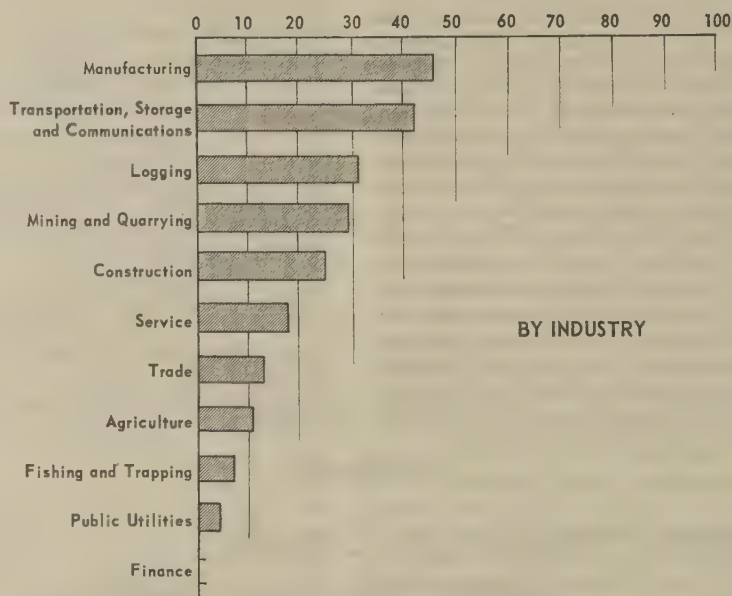
*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 52 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by Workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1960



Source: Economics and Research Branch, Department of Labour

and on March 17, five men working in a tunnel in Toronto were trapped and died by drowning and inspiration of silt when the tunnel caught fire.

One accident was responsible for the loss of four lives. The captain and three crew members of the *Margaret Lou*, all of Lunenburg, N.S., were drowned in a coastal storm March 9.

Two accidents cost the lives of three persons in each case. An engineer, fireman and trainman were killed in the collision of two trains at Pomquet, N.S., on February 18. Three loggers returning from their camp were drowned on Pitt Lake, B.C., when the boat overturned.

Grouped by industries (see chart page 702) the largest number of fatalities, 46, was in manufacturing. Of these 10 were in wood products, 9 in iron and steel products and 4 each in paper products, transportation equipment, non-ferrous metal products and non-metallic mineral products. Fatalities recorded in this industry for the same period in 1959 numbered 40; of these, 17 were in iron and steel products, 8 in wood products and 2 each in transportation equipment, non-ferrous metal products and non-metallic mineral products. During 1959's fourth quarter, 44 fatalities were recorded; of these 9 were in wood products, 7 in iron and steel products, 6 in foods and beverages and 3 in non-ferrous metal products.

During the quarter, accidents in the transportation, storage and communications industry resulted in the deaths of 42 persons; 16 of these were in local and highway transportation, 12 in railway transportation, 8 in water transportation and 3 in storage. During the same period last year, 40 deaths were reported; 15 of these were in railway transportation, 10 in local and highway transportation and 5 in storage. Accidents during October, November and December of last year resulted in the deaths of 47 workers; 18 of these were in local and highway transportation, 11 in railway transportation, 9 in air transportation and 7 in water transportation.

There were 31 fatalities in logging, a decrease of 2 from the 33 that occurred

during the same period in 1959 and of 7 from the 38 that were recorded during the fourth quarter of 1959.

Fatalities in the mining industry numbered 29: 16 in metal mining, 6 in coal mining and 7 in non-metallic mineral mining. During 1959's first quarter, 43 deaths were reported, of which 30 were in metal mining, 6 in coal mining, and 5 in non-metallic mineral mining. Forty-six persons were killed in this industry in the fourth quarter of 1959: 34 in metal mining, 4 in coal mining and 8 in non-metallic mineral mining.

There were 25 fatalities in the construction industry during the quarter: 11 in buildings, 12 in highways and bridges and 2 in other construction. For the same period last year, fatalities in this industry numbered 50: 18 in buildings, 24 in highways and bridges and 8 in other construction. During 1959's fourth quarter, 88 fatalities were listed: 54 in buildings, 22 in highways and bridges and 12 in other construction.

An analysis of the causes of the 226 fatalities during the first quarter (see chart page 702) shows that 66 (29 per cent) were under the heading "struck by". Of these, 46 were in the category "other objects", 11 were caused by "moving vehicles" and 9 the result of being "struck by tools, machinery, cranes, etc.". In the classification "falls and slips" 40 fatalities were recorded, all but four of which were caused by falls to different levels.

"Collisions, derailments, wrecks, etc." were responsible for 39 deaths: 18 from accidents involving automobiles or trucks, 7 tractors and loadmobiles, 6 railways, 5 involving water craft and 3 aircraft. Thirty fatalities were the result of being "caught in, on or between"; of these, 10 involved machinery, 6 automobiles and trucks, and 5 hoisting and conveying apparatus.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 76. In British Columbia there were 50; in Quebec 36; and in Alberta 22.

During the quarter, there were 72 fatalities in January, 76 in February and 78 in March.

Work Injuries Disabled 1,970,000 U.S. Workers in 1959

In 1959, job injuries disabled 1,970,000 United States workers, it is reported by the United States Department of Labor's Bureau of Labor Statistics. Approximately 13,800 of the injuries resulted in deaths.

The 1959 injury total, the highest since 1953, was 8 per cent higher than the 1958 figure. The injury rate increased from 29.4 per cent per thousand workers in 1958 to 31.2 in 1959.

Approximately 84,200 of the 1959 injuries resulted in some degree of permanent physical impairment and in some cases left the victims unable to seek further gainful employment.

Manual on Older Worker Problem

Much of recurring heavy costs of labour turnover might be halted by hiring and retention of mature workers, who are more likely to remain permanently, states new reference manual, a compilation of factual material on older worker problem

Many companies, noted for efficiency in their operations, spend considerable money annually on "under 40" and "under 30" advertising turnover in certain job areas, although much of this recurring loss might be halted by the hiring and retention of mature workers, who are more likely to remain permanently.

This is one of the points made in a new mimeographed reference manual prepared by the Department's Information Branch for limited distribution to those interested in helping to create a better employment climate for older workers. The manual is a compilation of factual material pertaining to the social and economic problem of the older worker.

Other points made by the manual are summarized here.

Mental Ability—A study in the United States has indicated that mental ability can be greater at age 50 than at age 20. The Army's alpha intelligence test was given to 127 male freshmen at Iowa State College during 1918-1919 and to the same group 31 years later, during 1949-1950.

After taking into account factors that might have a bearing on the results, psychologists found the group to be intellectually more able in 1950, when ages averaged about 50, than they were in 1919.

But how far beyond age 50 does this growth in mental ability continue? Studies reported to the New York State Joint Legislative Committee on Problems of Aging indicate that the brain may not reach peak capacity until approximately age 60, and that, in subsequent years, mental efficiency declines slowly until the age of 80.

Labour Turnover—Tables in the manual include one on annual turnover rates, based on findings of a 12-month survey in seven cities in the United States, covering establishments employing 3,900,000 workers.

Separations per 100 Employed

	Total*	Dis- quits	Lay- charges	offs
Both sexes (Average)	54	23	6	17
Under 45	62	30	7	18
45 and over	38	11	4	15
45-64	36	11	4	15
65 and over	57	14	4	16

* Includes miscellaneous separations and type not reported.

Absenteeism per 100 Work-Days, by Age Group

All age groups	3.4
Under 20 years	5.5
20-24 years	4.9
25-29 years	4.3
30-34 years	3.6
35-39 years	3.4
40-44 years	3.5
45-49 years	3.4
50-54 years	3.3
55-59 years	2.8
60-64 years	2.9
65-69 years	3.3
70-74 years	3.2

Non-Disabling Injuries per Million Work-Hours, by Age Group

All age groups	980
Under 20 years	1,230
20-24 years	1,500
25-29 years	1,560
30-34 years	1,420
35-39 years	1,240
40-44 years	1,050
45-49 years	990
50-54 years	740
55-59 years	630
60-64 years	560
65-69 years	430
70-74 years	320

Pension Plans—Under a unit benefit pension plan, an employer must contribute more for an older worker. The employee contributes a fixed percentage of his earnings, regardless of his age, and the employer pays the balance of the cost of providing the worker's pension; this requires a higher payment for those in the upper age groups. The same applies to plans in which the employer contributes the entire cost.

(Under a money purchase pension plan, where both employer and employee contribute an agreed percentage of the employee's earnings, the cost to the employer is the same whether he hires older or younger workers.)

How much higher is the payment? The increase for a limited number of older workers is likely to be insignificant in relation to the firm's total pension costs, or even when considered as an addition to a good worker's total wage.

The manual describes one way to reduce these extra pensions costs make special provisions that allow an older worker to increase his percentage contribution to the unit benefit plan while keeping the employer's contribution at the usual level.

50 Years Ago This Month

Wages and prices have been following each other for some time in an ascending spiral. Previous decade's industrial expansion, leading to heavy investment, chiefly of borrowed capital, said basis of higher prices prevailing—in 1910

The publication of statistics on prices that began in the LABOUR GAZETTE of February 1910 (L.G., Feb., p. 166), as a result of widespread public concern over the rising cost of living, was carried a step further by the publication in June 1910 of a separate special report on wholesale prices in Canada from the beginning of 1890 to the end of 1909.

The 500-page report, which was summarized at length in the GAZETTE of July 1910, was reported to have taken a year to prepare under the direction of R. H. Coats, at that time associate editor of the LABOUR GAZETTE (to become in 1915 the first Dominion Statistician). The *Gazette* described the report as "undoubtedly the most comprehensive statement on the subject of prices ever published in Canada."

The object of the investigation that supplied the material for the report, the GAZETTE said, was "to determine as accurately as possible the nature and extent of the general rise in prices which has occurred during the past few years". The investigation was confined to wholesale prices, the report itself stated, because "their accessibility and reliability render them the medium usually chosen for the purpose of an inquiry into the cost of living."

The period 1890-1909 was chosen for the survey because the then recent rise in prices had begun some time after the beginning of that period. The average level of prices during the decade 1890-99 was chosen as the base for the index used in the report. The prices of 230 commodities were included in the investigation, and these were divided into 16 industry groups.

The report showed that from 1890 to 1897 the average level of prices fell quite sharply from an index of 110 to an index of about 92. During 1897 prices began to rise, and by 1900 they had reached about 108. After a slight setback during 1900, prices continued to rise without interruption until 1907, in which year they reached an index point of 126. During the recession of 1908 the index fell nearly five points to 121. In 1909, however, the upward movement began again. During the whole period the extreme range of prices from the lowest point reached in 1897 to the highest reached in 1907 was 34 points.

According to the report, the biggest increases had occurred in the prices of lumber, grains and fodder, animals and meats, furs, hides and leather, paints, fish and dairy produce. Although none of the other groups had shown a decline in price from the base period, the prices of metals and implements, fuel and lighting, and drugs and chemicals were only slightly above the 1890-99 average.

Although the report declined to pronounce on the causes of the rise in the general level of prices, at the conclusion it did point to "some of the leading agencies which may produce a rise or fall in prices, which have probably been operative either separately or in combination to a greater or lesser degree..."

It mentioned in particular one "feature of the present situation which has been declared to lie at the very basis of the high prices prevailing." This, put briefly, was that the previous decade had been one of very rapid industrial expansion in Canada, leading to heavy investment, chiefly of borrowed capital, and that this expenditure had "stimulated demand in general. On the supply side, the increased production, which would have helped to counteract the increased demand, was at that time still largely to come. "Hence the weight thus far has been thrown almost entirely into the demand side of the scale."

Later the report said: "In the general result, wages and prices have been following each other for some time past in what has been described as 'an ascending spiral'. The shortening of hours and the slackening of effort mentioned above are perhaps best considered as a parallel phenomenon with the rise of wages. So likewise is the fact that with greater spending power has come a general rise in the standard of living. Wastefulness and extravagance may have supervened, having their root in the distribution of so much accumulated wealth. A standard of this kind once established is very difficult to dislodge... But the situation is wider than any merely personal issue, and its solution depends to a degree on the transition from potential to actual productiveness of the buildings, railways and towns now under construction, whereby what have hitherto been very potent factors in demand will become factors also in supply."

TEAMWORK in INDUSTRY

Credit for the goodwill existing between the Winnipeg Supply and Fuel Company and members of Local 274, United Cement, Lime and Gypsum Workers' International Union, is attributed to their joint Beef Committee program.

Under the auspices of union and management, informal meetings are held in the Stonewall and Spearhill plant offices once a month, at which time minor grievances are brought to management's attention to prevent their developing into serious disputes requiring Grievance Committee action. Discussions are centred on plant conditions as they effect the men on the job.

"Beefs" are first made verbally by plant personnel to their representatives who, at the next beef meeting, bring them to the attention of the plant superintendent. Suggestions for operational improvements are put forward by the employees, as well as suggestions for improvements in working conditions based on specific complaints. In every case, the plant superintendent makes a personal investigation and initiates the necessary alterations. In the event that proposed changes might affect the entire plant or necessitate capital expenditures, the matter is referred by the superintendent to the manager of the lime division, F. E. P. Pearson. Mr. Pearson reports that although quarry operators have always maintained an enviable safety record, there has been a decided reduction in the number of plant accidents since the adoption of the "beef" program.

The program initially received the keen interest of the employees because of the obvious tangible benefits, and the company realized that the employees' welfare had a proportionate bearing on the welfare and development of the firm. Awareness of these possibilities on the part of both management and labour, coupled with a mutual pride in their joint progress, accounts for the continued enthusiasm behind "beef" meetings.

Local 274's District Representative John Gudmundson stated recently that "beef" meetings "can be credited to a large extent with promoting full co-operation between the company and its employees."

Company President Alex Robertson added that "beef" meetings serve as an

excellent vehicle for active and interested workers—usually a more vocal group—to 'let off steam' in a constructive fashion."

* * *

"Getting everyone into the act" is an important ingredient in any safety program, and a prime explanation behind the successes achieved by the Joint Union-Management Safety Committee of the Dominion Rubber Company, St. Jerome, Que., according to Safety Director Jacques Sigouin.

The latest official tally reveals that the 60 employees of the company's Leather Shoe Division—winners of the President's Trophy—have amassed a total of more than 15 consecutive years without a lost-time accident. All eight departments of the Dominion Rubber Company have their own safety committee, each consisting of the foreman, assistant foreman, and three union members. The latter positions are rotated monthly in order to gain maximum employee participation in the program.

The departmental committees meet separately once a week, and their combined activities are reviewed every Monday by the plant safety committee, whose membership comprises the plant manager, superintendent and safety supervisor, and the eight department foremen.

Roland Lauzon, Gérard Maisonneuve and Benoit LaViolette, who are president, treasurer and secretary respectively of Local 144, Rubber Workers Federal Union (CLC), jointly endorse the work of the union-management safety committees.

Said Mr. Lauzon: "These safety committees have enjoyed the full support of the union since they were established in 1945. There has always been very close co-operation between management and the union in order to safeguard and promote safety among our employees."

* * *

Six winners of an employee suggestion contest at Gunnar Mines, Uranium City, Sask., were awarded an all-expense trip to the 1960 Prospectors' Convention in Edmonton. The contest ran for a month and drew 90 suggestions from the firm's 450 employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued ten certificates designating bargaining agents, ordered one representation vote, rejected one application for certification, and granted four applications for revocation of certification. During the month the Board received five applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited in loading and discharging cargo of deepsea vessels within the harbours of Prince Rupert and Watson Island, B.C. (L.G., April, p. 369).

2. Canadian National Railways Police Association, on behalf of a unit of railway police employed by the Canadian National Railways in its Investigation Department (L.G., April, p. 369).

3. Retail, Wholesale and Department Store Union, Local 1060, on behalf of a unit of employees of Commercial Caterers Limited employed at Gander Airport, Nfld. (L.G., May, p. 465).

4. The Newfoundland Labourers' Union, on behalf of a unit of stevedores employed by Western Terminals Limited at Corner Brook, Nfld. (L.G., June, p. 601) (*see also* "Application Rejected" below).

5. International Association of Machinists, on behalf of a unit of hostesses and flight agents employed by Quebecair, Inc., Rimouski, Que. (L.G., May, p. 465).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by Westward Shipping Limited, Vancouver, aboard the motor vessels *Standard Service* and *B.C. Standard* (L.G., May, p. 466).

7. International Association of Machinists, on behalf of a unit of employees of Northern Wings Limited, Seven Islands, Que., employed in its Maintenance Department and Traffic and Operations Department (L.G., May, p. 466).

8. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of D. S. Scott Transport Ltd., London, Ont., working in and out of its Vancouver terminal (L.G., June, p. 602).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Continental Explosives Limited, Vancouver, aboard the M.V. *Pacific Laurel* (L.G., June, p. 603).

10. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of employees of McCabe Grain Company Limited, employed in the company's grain elevator and feed mill at Edmonton, Alta. (L.G., June, p. 603).

Representation Vote Ordered

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Shell Canadian Tankers, Limited, respondent, and Seafarers' International Union of North America, Canadian District, intervener (unlicensed personnel, M.V. *Tyee Shell*) (L.G., May, p. 465). The Board directed that the names of the applicant and intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

Truck Drivers, Dairy Workers, Warehousemen and Auto Service Employees Union, Local 998 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

applicant, Western Terminals Limited, Corner Brook, Nfld., respondent, and The Newfoundland Labourers' Union, intervener (L.G., June, p. 601). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (*See also* item 4 of "Applications Granted" above).

Applications for Revocation Granted

1. The Packers Steamship Company Limited, applicant, and the International Longshoremen's and Warehousemen's Union, Local 509, respondent (coastwise longshoremen at Prince Rupert) (L.G., June, p. 603).

3. The Packers Steamship Company Limited, applicant, and the Seafarers' International Union of North America, Canadian District, respondent (unlicensed personnel) (L.G., June, p. 603).

4. The Packers Steamship Company Limited, applicant, and the Canadian

Brotherhood of Railway, Transport and General Workers, respondent (marine engineers) (L.G., June, p. 603).

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 and Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Barnhill's Transfer Limited, Truro, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Menihek Lake* by Carryore Limited, Montreal (Investigating Officer: C. E. Poirier).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Three Rivers Radio Inc. (Station CHLN), Three Rivers, Que. (Investigating Officer: C. E. Poirier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. International Longshoremen's Association, on behalf of a unit of longshoremen employed by Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: T. B. McRae).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the Point Grey Towing Co. Ltd., Vancouver (Investigating Officer: G. H. Purvis).

Application for Revocation Received

Radio Station CHVC Limited, Niagara Falls, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of certification issued by the Board on April 8, 1960, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of Radio Station CHVC Limited (L.G., June, p. 601).

Application for Certification withdrawn

1. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

America, applicant, and East-West Transport Ltd., Winnipeg, respondent (Winnipeg terminal) (L.G., May, p. 466).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, the Canadian Pacific Railway Company, including certain ancillary services and subsidiary companies as follows: B.C. Coast Steamship Service, B.C. Lake and River Service, Great Lakes Steamship Service, Bay of Fundy Steamship Service, Canadian Pacific Steamships Limited, New Brunswick Cold Storage Company, Dominion Atlantic Railway, Esquimalt and Nanaimo Railway, Eastern Public Markets Limited, and Alberta Stockyards Limited, respondents, the General Truck Drivers and Helpers, Local Union No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener, and The Order of Railroad Telegraphers, intervener (L.G., May, p. 466).

3. The Commercial Telegraphers' Union, Canadian National System Division No. 43, applicant, and the Canadian National Telegraph Company, respondent (operators at Summerside, P.E.I.) (L.G., June, p. 602).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Clarke Steamship Company Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; Terminus Maritime Inc., Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officers: Rémi Duquette).

2. Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators) and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Robin Hood Four Mills Limited, Calgary, and Local 326, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., June, p. 604).

2. Pacific Elevators Limited, Alberta Wheat Pool, United Grain Growers Ltd., Vancouver, and Local 882, International Union of Operating Engineers (Concilia-

tion Officers: G. R. Currie) (L.G., June, p. 604).

Conciliation Boards Appointed

1. McAllister Towing Ltd. (Sincennes-McNaughton Division) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 468).

2. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 467).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in March to deal with a dispute between Consolidated Denison Mines Limited, Spragge, Ont. (production workers) and United Steelworkers of America (L.G., May, p. 468) was fully constituted in May with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed by the Minister in the absence of a joint recommendation from the other two members, George S. P. Ferguson, Q.C., and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

LABOUR LAW

Changes in Workmen's Compensation Laws

Nine provincial Workmen's Compensation Acts amended at 1960 sessions of the Legislatures. Raising of benefits continued, several new features introduced

Nine of the provincial Workmen's Compensation Acts were amended at the 1960 sessions of the Legislatures, bringing about a continued upward revision of benefits and introducing new features into several of the Acts. The British Columbia amendment was a minor one, merely providing for investment of Workmen's Compensation Board funds.

Compensation in Nonfatal Cases

Maximum Annual Earnings

The maximum annual earnings on which compensation is based were increased in two provinces. In Quebec the increase was from \$4,000 to \$5,000, effective from January 1, 1960, and in Saskatchewan it was from \$5,000 to \$6,000, beginning July 1.

Increases in Disability Pensions

The Nova Scotia Legislature provided for increases in disability pensions in respect of past accidents (those occurring before April 1, 1959), and set a new minimum compensation award for a permanently and totally disabled workman with dependent children, in each case making the additional costs of the higher compensation a charge on the Consolidated Revenue Fund.

From May 1, 1960, all workmen in Nova Scotia in receipt of permanent partial disability pensions based on 66½ or 70 per cent of average earnings because of accidents occurring before April 1, 1959 are to be paid compensation at the rate of 75 per cent of earnings. In 1959 a compensation rate of 75 per cent of earnings was adopted but payments at that rate were limited to compensation payable in respect of accidents occurring on or after April 1, 1959. Henceforth, all permanent partial disability pensions will be based on 75 per cent of earnings, regardless of when the accident occurred.

Minimum Compensation Award

The minimum compensation award for a workman with a permanent total disability is now either \$100 per month (the previous minimum) or, if he has more than one child under 16 years, the amount which a widow with the same number of children under 16 would receive. The new minimum is payable only if a workman has two or more children at the time the Board determines his permanent total disability, and it continues to be applicable only while the workman has at least two dependent children under 16. This section, as amended, applies from May 1, 1960 to all permanent total disability cases, regardless of when the accident happened.

In Prince Edward Island, the minimum payment for temporary total or permanent total disability was increased from \$15 to \$20 per week.

Compensation for Disability from Silicosis

A further change in Nova Scotia was that workmen disabled by silicosis or coal miners' pneumoconiosis were made eligible for compensation, from May 1, 1960, at the rate payable since April 1, 1959, that is, at the rate of 75 per cent of earnings, regardless of the date on which they became disabled, whether before or after April 1, 1959.

Benefits in Fatal Cases

Funeral Benefits

The maximum allowance for funeral expenses was increased from \$200 to \$300 in Prince Edward Island and from \$200 to \$400 in Quebec, and in Nova Scotia and Prince Edward Island an allowance not exceeding \$100 for transporting a workman's body for burial was authorized. All the Acts now provide for an allowance for the transportation of the workman's body.

Payments to Widow

Widows' pensions were raised in three provinces, Quebec, New Brunswick and

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Saskatchewan, and in each case the increase was made applicable to all widows receiving pensions on the date the amendment went into effect. In New Brunswick, the costs of the retroactive increases are to be paid from the Consolidated Revenue Fund.

The new pension rates are \$75 a month in Quebec, \$60 in New Brunswick and \$100 in Saskatchewan, in place of \$55, \$50 and \$75, respectively. In Saskatchewan, however, the increased pension is payable only until the widow or invalid husband reaches the age of 70 (and becomes eligible for an old age security pension), after which the former pension of \$75 a month will be paid.

The lump sum payment to a widow was increased from \$200 to \$300 in Quebec.

Two provinces made changes in a widow's remarriage allowance. In Prince Edward Island, a widow who remarries will now receive \$50 a month for 12 months (the equivalent of a year's payments) instead of \$20 a month for 12 months. In Saskatchewan, a widow is now entitled on remarriage to a sum equal to two years' monthly payments or a lump sum of \$2,000, whichever is the lesser. Previously, a sum equal to two years' payments (\$1,800) was paid.

Allowance to Dependent Mother

In Manitoba, the Board was authorized to make a monthly payment not exceeding \$75 to a wholly dependent mother of a deceased workman. All persons in this category who were in receipt of benefits on March 26 (when the Act went into force) were made eligible for the new allowance. Previously, a dependent mother was classed with dependants other than consort and children, for whom the Board is empowered to make an award which, in its judgment, is proportionate to the pecuniary loss sustained, subject, however, to a maximum of \$30 a month to any one dependant and \$60 a month to all such dependants.

Children's Allowances

In Quebec, the allowance for a dependent child was raised from \$20 to \$25 a month, and that for an orphan from \$30 to \$35. In Saskatchewan, the pension for an orphan was increased from \$45 to \$50 a month. In both provinces the increases were made applicable to all children receiving compensation, regardless of when the accident occurred.

In Nova Scotia, in accordance with a recommendation of the McKinnon Royal Commission, the limitation on the number of children in a family eligible for benefits was removed. The limit of \$172.50 on the amount of monthly pension payable to a

widow and children was struck out, as was the limit of \$150 on the amount of monthly pension payable to a family of orphans, which restricted the number of children for whom benefits might be paid to five. The same limit of \$172.50 a month on benefits to widows and children of fishermen and dredgers under Part III was also removed.

These amendments, effective from May 1, 1960, and applicable to existing pensioners as well as new ones, will enable the Board to pay benefits in respect of all children in a family under the age of 16, regardless of their number.

Dependants' Compensation, Past Accidents

In Ontario, all widows and dependent children receiving compensation under the Act will now be paid at the same scale of benefits. In 1953 the monthly allowance to a widow was raised from \$50 to \$75, the monthly allowance for a dependent child from \$12 to \$25, and that for an orphan child from \$20 to \$35. The increases were made applicable, however, only to accidents happening after April 2, 1953. The amendment this year made these rates of benefit also applicable in cases where the death of the workman occurred *before* April 2, 1953.

Minimum Payable to Widow and Children

In two provinces increases were provided in the amounts specified in the Acts as the minimum payable to a widow and children in case total monthly benefits exceed the maximum allowed and are subject to reduction.

In Quebec, total monthly benefits may not exceed 75 per cent of the deceased workman's earnings, subject to the following minimum amounts (former amounts in brackets):

- (1) where there is a widow and one child—\$100 (\$75)
- (2) where there is a widow and two children—\$125 (\$95)
- (3) where there is a widow and more than two children—\$150 (\$95).

In Saskatchewan, total monthly benefits to dependants in case of death are subject to reduction if they exceed the workman's average monthly earnings, subject to specified minimum amounts. These minimum amounts were increased in line with the higher pension now provided for a widow until she reaches the age of 70 and also with respect to the amount allowed for each child. The changes made were as follows (former minimum amounts in brackets):

- (1) where a widow is the sole dependant—\$100, if under 70—\$75, if over 70—(\$75)

(2) where dependants are a widow and one child—\$135, if under 70—\$110, if over 70—(\$100)

(3) where dependants are a widow and two children—\$170, if under 70, plus \$20 for each additional child—\$145, if over 70, plus \$20 for each additional child—(\$125, plus \$15 for each additional child).

In all cases benefits to a widow are also available to an invalid husband.

Rehabilitation

In Quebec, a substantial increase—from \$100,000 to \$300,000—was authorized in the amount that the Board may spend on rehabilitation services.

Radiation

In Nova Scotia, radiation was added to the schedule of industrial diseases, and a number of conditions were laid down under which benefits may be paid for death or disability caused by its effects.

If the Board finds that disability or death has been caused by the proximate effects of radiation overdosage, the workman or his dependants will be entitled to benefits as if the overdosage were a personal injury by accident.

If the Board finds that disability or death has been caused by the cumulative effects of radiation over an extended period, the effects of the radiation will be deemed an industrial disease and the workman or his dependants will be entitled to benefits.

The amending Act provides, further, that benefits may be paid where a workman was exposed to radiation more than 12 months previous to the date of his disablement or death. In the case of other industrial diseases listed in the schedule, the workman is required to have been engaged in the employment to which the disease is attributed within the 12 months preceding his disablement.

Where a workman has been exposed to radiation outside as well as within the province, the compensation paid is to be in the proportion that the exposure to radiation in Nova Scotia bears to the total exposure.

Finally, employers who use x-rays, isotopes, or any other form of radiation likely to prove a hazard to an employee exposed to it must make, retain and furnish to the Board a record of such exposure.

The schedule of industrial diseases under the Newfoundland Act was also amended to add carcinoma or malignant disease arising from radiation in any process, employment or occupation where radiation, x-rays or radioactive materials or substances are

involved. This amendment was given retro-active effect to April 1, 1951, when the Act first went into force.

Additions to Schedule

Subject to the approval of the Lieutenant-Governor in Council, the Newfoundland Board was empowered to add any disease and associated work process to the schedule by regulations. In accordance with this amendment, "industrial disease" was re-defined to include any of the diseases mentioned in the schedule and any other diseases added to the schedule by regulations.

Committee of Medical Referees

A new section added to the Newfoundland Act authorizes the Board, with the approval of the Lieutenant-Governor in Council, to appoint a committee of medical referees to investigate, in relation to any claim for compensation, the nature of any disease named in the schedule and its relationship to any of the processes listed opposite the disease in the schedule.

The committee, which is to consist of three specialists in the disease concerned, has power to require any workman to undergo medical examination.

Where the workman is examined, the committee must certify to the Board the extent of his temporary or permanent disability by reason of the disease in respect of which he has claimed compensation.

Where a claim is made by the dependants of a deceased workman, the committee is required to certify its opinion as to the reasonableness of the inference that the workman died from the disease, and whether the disease is related to any of the processes opposite the name or description of the disease in the schedule.

In either case the decision of the committee or any two of its members is to be final and binding on the Board as to the medical evidence in the case. Costs of the investigation are to be paid from the Accident Fund.

Extended Coverage

Several changes were made in the Nova Scotia Act with respect to coverage.

From July 1, 1960, hospitals, nursing homes and veterinary hospitals were brought within the scope of the Act. Mr. Justice McKinnon recommended coverage of these employees but on an elective basis. Hospital coverage is now provided in all provinces except Prince Edward Island and Quebec.

Provision was also made for coverage of the members of a volunteer fire brigade or department on the application of the municipality concerned.

For the purposes of such coverage, the municipality making the application is deemed to be the employer, and the members of the brigade are deemed to be persons certified as such by a duly authorized municipal official. The municipal corporation is required to notify the Board each year of the number of members of the brigade and of their average earnings for the purposes of Part I. Such earnings, which may not be less than \$2,000 nor more than \$3,600 per year, are to be deemed the average earnings of all members of the brigade.

A third change in coverage relates to Part III. As recommended by the McKinnon Commission, the sealing industry is now classed as part of the fishing industry and covered by Part III. Part III is a special section of the Act, applying solely to fishing and dredging, which makes the employer liable for the payment of compensation and

requires him to carry insurance to cover his liability.

Notification Required

Another change in the Nova Scotia Act is that a workman who has an option of bringing an action against a third party for damages or of claiming compensation is now required to notify the Board in writing within six months of the date of the accident of the remedy he has elected to pursue.

Increased Payment under Silicosis Act

In New Brunswick, the Act passed in 1955 to provide compensation for workmen who contracted silicosis before June 1, 1948 was amended to increase the compensation payable to a disabled workman or widow from \$50 to \$60 a month, effective from June 1, 1960. This Act is administered by the Workmen's Compensation Board but funds are provided from the Consolidated Revenue Fund.

Legal Decision Affecting Labour

Manitoba Court of Queen's Bench holds that consent to prosecute under Labour Relations Act, unlike that under Lord's Day Act, restricted to aggrieved person

The Court of Queen's Bench in Manitoba dismissed an application for an order of prohibition against a prosecution under the Lord's Day Act on the ground that, while under the Labour Relations Act the consent to prosecute is restricted to the "aggrieved" person, under the Lord's Day Act the informant need not be named and the enforcement of the latter Act is the peculiar responsibility of the police.

On February 13, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench held that since the Lord's Day Act is criminal legislation, any citizen has the right to lay an information; but the enforcement of the Act should not be confined to some "aggrieved" person, and, like the provisions of the Criminal Code, is the peculiar responsibility of the normal law enforcement agencies.

On the other hand, the Manitoba Labour Relations Act is directed to a particular group and is restricted and selective in its scope and therefore it was held previously that under the Act the consent to prosecute was restricted to the "aggrieved" person and a consent to one party did not give authority to another party to prosecute.

Consent was sought to prosecute Stone Productions Limited for violating the Lord's Day Act by unlawfully providing on Sunday, November 22, 1959, in the City of

Winnipeg, a performance at which a fee was charged for admission.

Section 16 of the Act reads: "No action or prosecution for a violation of this Act shall be commenced without the leave of the Attorney-General, or his lawful deputy, for the province in which the offence is alleged to have been committed..."

The consent to prosecute was in the form of a letter addressed to R. T. Taft, Chief Constable, and was signed by the Attorney-General for Manitoba.

The information was laid by J. C. Webster, a member of the City of Winnipeg police force.

The company applied to the Court of Queen's Bench for an order of prohibition with regard to the prosecution proceedings before the Winnipeg police court. One of the grounds for the order urged by the company was that the informant did not have the leave of the Attorney-General to commence the prosecution as required by Section 16 of the Act.

The company's argument was based upon *Re Walteson and Laundry & Dry Cleaning Workers Union and New Method Launderers Limited* (L.G., May 1955, p. 565).

The *Walteson* case was an appeal to the Manitoba Court of Appeal from a prohibition order granted with reference to a prosecution under Section 47 (1) of the

Manitoba Labour Relations Act. The Court of Appeal upheld the order on the ground that the consent of the Labour Relations Board to a prosecution had been issued to a labour union which was not a legal entity and, therefore, could not prosecute. The information was laid by the business agent of the union, but the court held that as he did not have the certificate of consent, the prosecution was without lawful authority.

The wording of Section 47 (1) of the Manitoba Labour Relations Act was as follows: "No prosecution for an offence under this Act shall be instituted except with the consent in writing of the board."

The Court of Appeal held that "a consent to one party does not give authority to another party to prosecute."

In the case at bar, the company argued that the person to whom the consent was issued was the Chief Constable and a prosecution by any other person was without lawful authority.

In answering this contention, Mr. Justice Bastin considered the purpose, scope and wording of the two Acts. Dealing first with the Manitoba Labour Relations Act he quoted from the *Walterson* decision where, with reference to the full title of the Act, it was stated that its purpose was to promote conciliation and peace, not conflict and prosecutions, hence the requirement of special consent to prosecute; that to hold by implication that the Act gave trade unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act; that considering public policy and the purpose of the Act, third parties who have no direct interest in the subject matter of the litigation should not be permitted to promote litigation; therefore the consent required by Section 47 (1) of the Act should be to the aggrieved person and not to some third person.*

The Manitoba Labour Relations Act, Mr. Justice Bastin added, is directed to a particular group within the local community and is concerned with that group alone. It is very restricted and selective in its scope and for that reason, and in accordance with public policy, the court had previously held that Section 47 (1) was to be given an interpretation narrower than the words used would normally justify.

The Lord's Day Act, on the other hand, is a public act in the broadest sense, affecting the whole community, and was enacted

with the intention of serving the welfare of the entire community. The purpose and scope of this act do not suggest that the responsibility of enforcing it should be confined to some "aggrieved" person rather than to the normal law enforcement agencies. Consequently, the reasoning that led the court in the *Walterson* case to hold that third parties who have no direct interest in the subject matter should not be permitted to promote litigation, could not apply to the Lord's Day Act.

The Lord's Day Act, Mr. Justice Bastin continued, has been held to be criminal legislation, and while any citizen has the right to lay an information, the enforcement of the Act, like the provisions of the Criminal Code, is the particular responsibility of the police.

The consent to prosecute required by Section 16 of the Lord's Day Act has been considered in a number of cases but in none of these cases has it been held that the consent must name the informant. This consent to prosecute need not be in writing but must be with respect to a particular violation, since the consent to be given relates to a specific prosecution. In *Rex ex rel Skinner v. Icelandia Ltd.* (1947) O.R. 761, where the matter of leave to prosecute under the Lord's Day Act was dealt with, it was stated that the complainant had to show in some manner that he procured the necessary consent to commence proceedings. It was also stated that the granting or withholding of the leave by the Attorney-General is a *quasi-judicial* function and Section 16 of the Act was inserted as an important protection for persons who might be charged indiscriminately under the Act.

In the case under review, Mr. Justice Bastin pointed out that Taft was the executive head of a large police force. The consent of the Attorney-General, whether embodied in a letter or some other form, should properly be delivered to the person responsible for law enforcement in the City of Winnipeg and he in turn naturally and properly acted through his subordinates. All the magistrate needed to determine to establish his jurisdiction was that the Attorney-General had consented to the prosecution of a particular violation of the Act charged and in the case at bar he was justified in so deciding on the strength of the letter signed by the Attorney-General.

The application for an order of prohibition was dismissed. *Stone Productions Limited v. Garton* (1960) 31 W.W.R., Part 8, p. 380.

*The Manitoba Labour Relations Act has since been amended. See An Act to Amend The Labour Relations Act, 1959 2nd Sess. c. 32, s. 4.

Recent Regulations, Federal and Provincial

Manitoba sets new general minimum wage rates, issues new fair wage schedule for construction workers. New Brunswick, Ontario raise female minimum wage rates

In Manitoba a new regulation was issued that sets a minimum wage of 66 cents an hour in urban areas and 61 cents in rural areas for men and women 18 years and over. The new fair wage schedule for construction workers increased rates by an average of 10 cents an hour.

In New Brunswick the two female minimum wage orders were revised, establishing a minimum wage of 55 cents an hour for women in hotels and restaurants and of 60 cents for female employees in other workplaces. The overtime rates, which were one and one-half times the minimum rates, were increased correspondingly.

Amendments to the Ontario minimum wage order for women raised the minimum wage of experienced employees by \$8 a week to \$30 a week in Zone 1, \$28 in Zone 2 and \$26 in Zone 3. Learners rates were increased by \$7 and \$8 a week.

CSA codes dealing with installation of gas and oil burning equipment and the NFPA building exits code and flammable liquids code were adopted under the Newfoundland Fire Prevention Act.

Other regulations deal with annual holidays in Saskatchewan, minimum wages of certain forestry workers in Quebec, additions to schedules under the Workmen's Compensation Acts of Alberta and Quebec, and oil and gas wells in the Territories and other federal public lands.

FEDERAL

Territorial Lands Act, Public Lands Grants Act

Canada Oil and Gas Regulations have been issued under the Territorial Lands Act and the Public Lands Grants Act in connection with oil and gas wells in the Northwest Territories, Yukon Territory and other public lands under the jurisdiction of the Government of Canada.

These regulations were approved by P.C. 1960-474 and gazetted May 11. They replace the Territorial Oil and Gas Regulations (L.G. 1957, p. 720) authorized under the Territorial Lands Act by P.C. 1957-521.

The provisions requiring derricks and other machinery in and around oil or gas wells to be so constructed and operated as to afford reasonable safety from accidents to employees and the specific safety rules prescribed are incorporated in the new regulations without change.

PROVINCIAL

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added the industry of the manufacture of drilling mud aggregate from minerals to the Schedule of industries covered by the collective liability section of the Workmen's Compensation Act. The notice of the extension of coverage was gazetted May 14.

Manitoba Employment Standards Act

A new regulation respecting minimum wages and conditions of employment made after study and public hearings by the Manitoba Minimum Wage Board was approved by Man. Reg. 30/60 and gazetted May 21. It establishes a minimum wage of 66 cents an hour in urban areas and of 61 cents in rural areas for both men and women.

The previous order (Man. Reg. 3/57) set a lower rate for women, the minimum being 58 cents in the larger centres and 54 cents in the rural areas. The previous rate for men was 60 cents an hour, regardless of location.

Coverage

The coverage of the order is the same as formerly, applying to all employees except independent contractors; persons employed in agriculture, fishing, fur farming, dairy farming or in the growing of horticultural or market garden products for sale; domestic servants in private homes; volunteer workers in a religious, philanthropic, political or patriotic institution; beneficiaries under a charitable, rehabilitation or therapeutic plan employed by a religious, philanthropic, or municipal body; students in training for or qualified members of the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing or pharmacy. Persons acting in a managerial capacity are also exempt provided they are paid not less than the prescribed minimum wage for standard and overtime hours.

Wage Rates

The new 66-cent rate applies to all employees 18 years and over in Greater Winnipeg, the cities of Brandon and Portage la Prairie, the towns of Flin Flon and Selkirk, and in summer resorts from May to September. The minimum adult rate

elsewhere in the province is 61 cents an hour. For employees under 18 the minimum remains 48 cents an hour.

As previously, an employee who provides a bicycle for use in his employer's business must receive an additional 10 cents a day or 50 cents a week, whichever is the lesser amount.

The minimum overtime rate continues to be one and one-half the minimum hourly rate and, as before, where an employee's regular rate is higher than the applicable minimum rate an employer may not apply the excess amount against hours for which the minimum overtime rate must be paid.

Learners and Handicapped Persons

In line with previous practice, the regulations permit the employment of learners and handicapped persons at subminimum rates under special permit from the Minister of Labour, subject to certain conditions.

As before, the regulations provide that if the Minister is satisfied that it is reasonable for an employer to employ inexperienced workers for a training period at less than the prescribed minimum he may issue a learner's permit, setting out the length of the training period and the minimum hourly wages payable during that period. In no case may the learner's rate be less than three-quarters of the applicable minimum rate nor may the learning period exceed six months. The Minister, however, may approve an extended learning period upon the joint application of an employer whose workers are paid on a piecework basis and the bargaining agent of the employees. The regulations again stipulate that, in the case of an employee with experience in substantially similar work, the learning period must be reduced accordingly.

Also, the Minister is again given authority to limit the number of women employed as learners in any establishment to 25 per cent of the total number of female employees, excluding supervisors, or to prohibit the employment of any women as learners.

With or without a medical certificate, the Minister may, if he considers it fair and reasonable to employ a handicapped person at a lower rate, issue a handicapped employee's permit setting out the name and description of the handicapped employee and the hourly rate at which he must be paid. The Minister may also limit the period during which a handicapped employee may be paid less than the minimum wage.

Employers, as before, are required to maintain a separate payroll for learners and handicapped persons recording, where applicable, any relevant previous experience of learners.

Deductions from Wages

As formerly, deductions for board and lodging are prohibited except by agreement between the employer and the employee. Employers whose business is furnishing meals to customers may not deduct from an employee's wages more than half of the charge that would be made to a customer for the same meals. Other employers may charge up to 35 cents for each meal or \$7 for a week's board, whichever is the lesser amount. The maximum charge for lodging remains \$3 a week.

Also, the regulations continue to provide that if the Minister finds that the meals are inadequate, the lodgings unsuitable or the employer is charging too much, he may fix or limit the charges that may be made for board or lodging or he may prohibit deductions from wages.

The regulations again provide that where workers are required by the employer or the Minister to wear or use any special type of clothing, uniform or equipment, it must be furnished and maintained by the employer without cost to the employees. Deductions are permitted, however, in the case of employees whose wage rate, if calculated on an hourly basis, would be higher than the applicable minimum overtime rate, that is, would be more than 99 cents an hour for adults in urban areas and 91½ cents in the rural areas. However, no charge may be made for furnishing, laundering or maintaining uniforms, clothing or equipment which would reduce the employee's wages below the minimum hourly rate. Also, if the Minister considers that an employee is being charged too much for any of these services, he may fix or limit the deduction or even prohibit the employer from making any charge or collection.

Hours and Overtime

Standard hours of work are, as before, 48 a week for men and eight hours a day and 44 hours a week for women. Subject to the exceptions described below, employers are required to pay overtime rates for time worked beyond these limits.

If, in any establishment, men and women are engaged in the same or substantially the same work, the Manitoba Labour Board may, upon application, grant the employer permission to pay women overtime on the same basis as men.

Also in shops where it is customary for employees to work up to 11 hours on one or more days in the week, women need not be paid overtime except for time worked in excess of the agreed daily limit or in excess of the 44-hour weekly limit.

The same limitation is placed on overtime work as formerly. Children under 15 are forbidden to work overtime and the overtime hours of women may not exceed three in a day, 12 in a week or 24 in a month. There is no restriction on overtime for men.

The provision for the three-hour call-in requirement now specifically states that employees reporting for work on the call of the employer must receive at least three hours at the minimum rate. In addition to exempting children under 15 and employees in theatres, hotels and restaurants in rural areas, the new provision excludes students 15 to 17 years.

Meal periods may not be less than one hour unless the employer and a majority of the employees agree on a shorter period, in which case the period must be at least 30 minutes.

General Holidays

Employees are again protected against a reduction in minimum weekly pay for time not worked on a general holiday which falls on a regular work day, provided they work regular hours on the working days immediately before and after the holiday and on all other days in the week. However, an employee who is absent because of illness or with the employer's consent on either the day before or the day after the holiday will not lose this benefit provided the other requirements are met.

This provision supplements the provision in the Employment Standards Act that requires employees who work on a general holiday to be paid one and one-half the regular rate or, in certain types of employment, to be given compensatory time off with pay, unless more favourable conditions are established by collective agreement, in which case the provisions of the agreement will apply. The seven holidays are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

Homework

The provisions with respect to homework are unchanged. An employer wishing to hire an employee to do take-home work must first send a written notice of his intentions to the Minister.

A record showing the names and addresses of every homeworker, together with particulars as to the type and amount

of work done by each employee, the amount paid, the wage rate and deductions from wages, must be kept and made available to the Minister upon request.

In addition, the Minister is given discretionary power to impose such conditions and limitations as he deems necessary to protect the minimum wage standards laid down in these regulations.

Special Employment Conditions for Women

In line with former practice the regulations again set out some special provisions for women, supplementing the special hours provisions referred to above. Every female employee must be allowed a rest period of at least 10 minutes during each work period of three hours or more without loss of pay. Under the new regulations, however, a female employee may be required to work five hours instead of four hours without a meal period.

As regards night work the regulations again stipulate that if the work period of a female employee ends between midnight and 6 a.m., adequate transportation to her residence must be provided at her employer's expense.

Another provision states that women, as well as children and young persons 15 to 17 years, may not be required to lift a weight that would impose excessive physical strain nor may they carry burdens weighing more than 25 pounds farther than 10 feet.

Minimum Age for Employment

The employment of children under 15 years is again prohibited except with the written permission of the Minister.

Pay Periods, Earnings Statements and Records

The rules regarding payment of wages are the same as before except for a new provision requiring an employer to pay any wages due an employee whose services have been terminated within three working days of the date of termination.

The provisions dealing with earnings statements and records are unchanged.

It is no longer mandatory for employers to furnish a copy of these regulations to all employees, except those covered by a collective agreement filed with the Manitoba Labour Board. Instead the new regulations provide that, upon request of an officer of the department, a summary provided by the Minister must be distributed to each employee or posted in the establishment or both.

Health and Sanitation

Following previous practice the regulations again lay down rules regarding health and sanitation in factories and office buildings. Included are provisions setting standards with respect to air and floor space, ventilation, sanitary and washing facilities, control of dust and harmful vapours, and rest rooms for female employees.

The provision requiring employers to provide a room or other space for dining and rest purposes whenever employees remain on the premises to eat any meal now states that such a room must also be provided whenever the Minister thinks it advisable because of the location of the establishment. It also stipulates that the room must be of adequate size and separate from any actual working area.

Manitoba Fair Wage Act

The annual fair wage schedule for Manitoba construction workers was gazetted on April 30, increasing wage rates by an average of 10 cents an hour. The new schedule went into force on May 1 to remain in effect until April 30, 1961.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in Greater Winnipeg or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council, and to public construction projects authorized by the Minister of Public Works. Part II, as before, applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg.

Part I contains two sets of minimum wage rates covering 27 categories of workers, including licensed tradesmen, skilled building labourers, machine operators, truck drivers and watchmen. The higher or Zone "A" rates apply to public or private construction work in Winnipeg and a 30-mile radius. The Zone "B" rates which, except in a few cases, are lower than Zone "A" rates, apply to public work elsewhere in the province and to private work in places with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas).

A new provision respecting coverage states that, on the recommendation of the Fair Wage Board, the Minister of Labour has approved the omission from the schedule of rates and hours of work of persons employed on main pipe line and distribution pipe line construction where a collective agreement is currently in effect. Such persons were excluded because an order

exempting pipe line and distribution pipe line construction from the operation of the Fair Wage Act is now under consideration.

Another new provision regarding coverage emphasizes that the inclusion of a specific new type of work under an item does not exclude other allied types of work now being performed by employees in the classification.

A third provision makes it clear that the Fair Wage Board and the Minister are not dealing with matters of jurisdiction, stating that the appearance of a job description or title in a particular classification does not recognize or have the effect of allocating jurisdiction to any particular trade union.

Some changes were also made in the classification of workers. The category "asbestos workers" now includes helpers as well as journeymen and first, second and third class improvers; rates range from \$1.65 to \$2.40 an hour in Zone "A" and from \$1.45 to \$2.05 an hour in Zone "B".

Stonemasons are now included in the same category as bricklayers and their minimum wage has been increased by 10 cents to \$2.70 an hour in Zone "A" and \$2.35 in Zone "B".

The new rate for bridge, structural and ornamental ironworkers is \$2.60 an hour in both zones and is now payable to persons who do welding on these types of work.

The definition of carpenters and millwrights was broadened to include acoustic tile applicators and the wage rate was increased by 10 cents to \$2.50 an hour in Zone "A" and \$2.15 in Zone "B". A special rate is no longer set for carpenters in Brandon. Similarly, the category "plasterers" was widened to cover persons who do stucco work, and a minimum rate of \$2.70 established for employees in Zone "A" and of \$2.35 in Zone "B".

A new category, dry wall applicators (plaster board only), was added, the rates for this class of workers being \$2 in Zone "A" and \$1.90 in Zone "B".

The definition of building labourers was clarified and two new subdivisions were added: (1) labourers with more than two years' experience assisting sheet metal journeymen, and (2) operators of pneumatic tools. The minimum for such workmen is \$1.85 an hour in Zone "A" and \$1.70 in Zone "B". The rates for general building labourers were increased by 10 cents to \$1.65 an hour in Zone "A" and \$1.45 in one "B".

Another new category, operating engineers and machine operators, was added. It has three subdivisions: (1) mechanics, gasoline

or diesel operators of cranes, shovels, draglines, backhoes and rubber-tired earth movers, 201 h.p. and over, (2) operators of crawler-type tractor 51 h.p. and up, rubber-tired earth movers up to 200 h.p. and trenching machines, (3) operators of compressors, material hoists, concrete mixers, crawler-type tractors up to 50 h.p., batching plants, backhoes up to $\frac{3}{4}$ cubic yards capacity, crushers and screening plants. Minimum hourly rates for such workmen are \$1.95, \$1.90 and \$1.85 in Zone "A" and \$1.80, \$1.70 and \$1.65 in Zone "B".

Rates for Zone "A" now range from \$1.05 an hour for watchmen and flagmen to \$2.80 for journeymen plumbers. A few rates are the same as last year. The minimum for lathers remains \$2.35 an hour and that of stonecutters \$2 an hour. The rate for millwrights in Zone "A" is unchanged (\$2.70 an hour) but the minimum in Zone "B" was raised to \$2.35 an hour.

As before, the majority of Zone "A" rates are based on a 40-hour week with a longer work week for a few categories. A 48-hour work week is prescribed for operating engineers, machine operators, roofers and timber and cribmen. Truck drivers may be required to work up to 45 hours at the straight-time rate, and cement finishers, oxychloride workers, building labourers and benders and placers up to 42½ hours.

As previously indicated, lower rates are again set for Zone "B" except in a few cases, ranging from \$1.05 an hour for watchmen and flagmen to \$2.60 an hour for ironworkers.

Also in line with former practice, the schedule prescribes a longer work week for Zone "B", all rates being based on a 48-hour week except in the case of ironworkers, whose regular work week is 40 hours.

The rates for workers employed in road and bridge construction (Part II) were increased by 10 cents an hour, except in the case of watchmen and timber men, whose wages were increased by 5 and 15 cents an hour to \$1 and \$1.55 an hour, respectively.

Employees covered by Part II are again permitted to work up to 120 hours in a two-week period at straight time rates, the only exception being carpenters, whose minimum wage rate of \$2.15 an hour is based on a 48-hour week.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board recently revised its two female minimum wage orders, establishing a minimum wage of 55 cents an hour for women in hotels and restaurants and of 60 cents for

female employees in factories, shops, offices and other workplaces. Both rates are based on a work week of 48 hours or less. The new orders were gazetted May 11 to take effect July 1 and replace orders that came into force September 1, 1957.

Hotels and Restaurants

The new minimum for hotels and restaurants is 10 cents higher than formerly and applies to all places of public accommodation where meals or lodging may be obtained, including tourist cabins, tourist homes and inns.

In addition to the 55-cent minimum previously referred to, the new order for hotels and restaurants sets a minimum overtime rate of 83 cents an hour, payable for all hours worked in excess of 48 in a week. Previously, the minimum overtime rate was 68 cents an hour.

There was no change in the maximum rates that an employer may charge a female employee for board or lodging. The maximum weekly charge remains \$8 for board and lodging, \$6 for board only and \$2 for lodging only. The maximum charge for a single meal is 30 cents.

General Order for Women

The new general order applies to all women workers except the following: persons employed in hospitals, nursing homes, religious, charitable or educational institutions; officers, officials or persons employed in a confidential capacity; domestic servants, agricultural workers, women employed by or under the Crown, apprentices registered under the Apprenticeship Act and persons governed by the hotel and restaurant order described above.

As well as increasing the general minimum from 50 to 60 cents an hour, the new order has raised the overtime rate from 75 cents to 90 cents an hour. As before, the overtime rate is payable for time worked in excess of 48 in the week.

Newfoundland Fire Prevention Act, 1954

Newfoundland has adopted as regulations under the Fire Prevention Act, 1954, the following codes, gazetted May 17: "The Installation Code for Gas Burning Appliances and Equipment, CSA Code B1949-1958"; "The Installation Code for Oil Burning Equipment, CSA Specification B139-1957"; and "The Building Exits Code, NFPA No. 101-1959".

The Inflammable Liquids Regulations, 1960 were also gazetted May 17, adopting the "The Flammable Liquids Code, NFPA No. 30", except that a substitute provision has been set out relating to flammable

liquids other than crude petroleum. It provides that, where necessary, individual tanks or groups of tanks must be diked or the yard provided with a curb with a capacity not less than that of the largest tank in order to prevent the spread of the liquid.

Ontario Minimum Wage Act

The Ontario Industry and Labour Board recently amended its minimum wage order for women, increasing minimum rates for experienced employees by \$8 a week to \$30 a week in Zone 1, \$28 in Zone 2 and \$26 in Zone 3, effective July 1. Learners rates were increased by \$7 and \$8 a week.

The new rates apply to all women workers in the province except domestic servants, farm workers, apprentices under the Apprenticeship Act, employees in telephone exchanges with fewer than 300 subscribers, employees qualified in specified professions and students and articulated apprentices in these professions.

There has been no change in zone boundaries. Zone 1, as before, comprises the cities of Toronto, Hamilton, Windsor and Ottawa and their environs and the city of London. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more and not included in Zone 1. Municipalities and school sections with a population of less than 3,000 form Zone 3.

Wage Rates

As previously indicated, the weekly minimum for experienced employees in Zone 1 was raised from \$22 to \$30; in Zone 2 from \$20 to \$28; and in Zone 3 from \$18 to \$26.

Lower rates are again set for inexperienced workers, that is, employees who have worked for less than six months in the class of employment for which they were hired, subject to the same limitations as formerly. During the first three months of employment, the weekly minimum payable to inexperienced employees is now \$26 in Zone 1, \$24 in Zone 2 and \$22 in Zone 3, an increase of \$7 over the previous minimum. The minimum for the second three months has been raised by \$8 to \$28 in Zone 1, \$26 in Zone 2, and \$24 in Zone 3.

However, an office worker who holds a secondary school graduation diploma of the commercial course or who has completed a course of instruction in business and office practice provided by a registered trade school must be paid the minimum weekly wages for an experienced employee from the commencement of employment. The

same is true of a hairdresser who holds a certificate of apprenticeship and of employees engaged as cleaners, elevator operators, or workers in theatres, amusement places, hotels, clubs, restaurants or in any place where meals are served to the public.

Except in the case of certain pieceworkers referred to below, an employer may not class more than 20 per cent of the total number of his female employees as inexperienced. Where fewer than five women are employed, only one may be classed as inexperienced.

The special provisions for pieceworkers continue to apply. During the first three months of her employment, an inexperienced pieceworker must not be paid less than she would receive if she were working on a time work basis. Notwithstanding this provision, however, an employer in a seasonal industry for the processing of fruits and vegetables who pays piecework rates may be deemed to have complied with the minimum wage requirements if at least 60 per cent of the female employees earn at least the minimum weekly wages for an experienced employee in the zone. In other industries where piecework rates are paid, at least 80 per cent of the female employees must be earning at least the equivalent of the rate for experienced workers.

An employee whose employment is for periods less than the normal daily or weekly period established by custom of her employer will continue to be classified as part-time and, as before, may not be considered as inexperienced for minimum wage purposes. A part-time worker who works less than four hours a day must be paid a minimum of four hours pay to be determined either by the proportion of the minimum weekly wages in relation to the normal weekly work period or by not less than one-twelfth of the minimum weekly wages, whichever is the greater amount.

Hours and Overtime

Minimum wage rates, as before, are based on a work week of 48 hours, or on the normal number of hours worked per week, if less than 48. Full-time employees who work less than the normal working day or week or who work longer than normal hours must be paid on a proportionate basis, determined by the minimum weekly wages for the zone in relation to the normal weekly work period. If an employee is required to remain on the premises, she must be paid for time so spent, even if she is not actually given work to do.

Deductions

There was also an increase in the amounts that may be deducted for board or lodging where an employee is hired on the basis of receiving meals or room, or both, as part of her weekly wages. The maximum amounts at which these may be valued in Zones 1 and 2 are now \$4 a week for room rent; \$8 a week for meals; 40 cents for single meals, and \$12 for room rent and meals. In Zone 3, the amounts are now \$3 a week for room rent; \$7 a week for meals; 35 cents for single meals and \$10 a week for board and lodging. As before, an employer may not charge for more than one meal in each three hours worked nor may he make any deductions for meals or lodging unless the employee has actually received the meals and occupied the room.

No deduction from the minimum weekly wages may be made for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has amended its forestry order (No. 39, 1960) to set special minimum rates for pieceworkers in pulpwood operations who are engaged in cutting wood, constructing small hauling roads or in piling wood. For wood measured by the cord, such pieceworkers may be paid a minimum wage of \$4.10 a cord for aspen and poplar and of \$5.30 for all other wood. The minimum for other pieceworkers remains \$9 a day.

The amendment was approved by O.C. 637 of April 26 and gazetted May 7 to take effect May 1.

Quebec Workmen's Compensation Act

The Quebec Workmen's Compensation Commission recently added brucellosis to the list of compensable industrial diseases. The new regulation was approved by O.C. 583 of April 21 and gazetted May 7.

Saskatchewan Annual Holidays Act, 1960

The first regulations under the Saskatchewan Annual Holidays Act, 1960, were approved by O.C. 795/60 and were gazetted May 20. Except for minor changes, the new regulations are the same as those under the previous Act, which were repealed by O.C. 743/60 gazetted May 6.

The new regulations state that in order to bring the annual holiday entitlement day of a new employee in line with those of other employees in the establishment, an employer may, by agreement with an employee who has less than one year's service, grant that employee a holiday of one working day for each month employed. The holiday must be given in one continuous period and the employee must be paid his average wage (one twenty-sixth of his total wage) for that period of employment.

Another provision permits an employer, upon the employee's written request, to withhold payment of the holiday pay payable upon termination of employment if services are terminated because of work shortage and it seems likely that the employee will be rehired within 182 days. This is because Section 4 of the Act permits persons with broken services to accumulate years of employment for holiday purposes provided no break in service is longer than 182 days. If the employee is not rehired within the prescribed period the employer is required to pay the holiday pay immediately. The employee may also request the payment of his holiday pay at any time during the 182-day period, in which case the employer must pay the amount owing within seven days of receipt of such request.

Under the previous regulations an employer could withhold payment of holiday pay if he expected to re-engage the employee within 90 days.

Ontario Government Committee Will Study Portable Pensions

After the introduction by a CCF member in the Ontario Legislature of a private bill to provide for portable pensions, which did not get beyond first reading, Premier Frost announced that a committee on portable pensions had been set up by the Government with the task of making a comprehensive study of such pensions plans.

Shortly before, in the Alberta House, a private member introduced a motion asking the Government to study the feasibility of enacting legislation that would provide, for workers under provincial jurisdiction, for vesting and transferability of pensions. The debate on the motion was, however, adjourned without a vote.

New York State Minimum Wage Law

New law establishes, effective October 1, statutory minimum wage of \$1 an hour and provides for setting of higher minimum rates through wage board procedure

The state of New York has enacted a new Minimum Wage Law establishing a statutory minimum wage of \$1 an hour effective October 1 and providing for the establishment of higher minimum rates through wage board procedure. Existing wage orders will remain in effect but any rates lower than the statutory minimum will be raised to \$1.

In his memorandum approving the new law, Governor Rockefeller said the bill combined the simplicity of a statutory minimum wage with the desirable flexibility of the industry-by-industry wage board procedure. He further stated:

This measure represents a most significant achievement for the State of New York. It establishes for the first time a State-wide wage floor of one dollar an hour. It also permits adjustments of minimum wages in sensitive response to general wage levels and living costs while, at the same time, preserving the flexibility required by the problems of each industry and occupation.

The previous minimum wage law, which was enacted in 1937, did not set a general minimum but provided for a tripartite wage board, appointed on industry-to-industry basis, to establish minimum wages for each industry or occupation.

Under this procedure, 10 minimum wage orders were issued covering approximately 1,300,000 workers in the following intrastate industries: retail trade, hotels, restaurants, amusement and recreation establishments, cleaning and dyeing, laundries, beauty parlours, confectionary, counsellors in children's camps and building service. Some of the rates set in these orders are less than \$1 an hour.

However, a great many workers, although not excluded by statute, are not at present covered by the state minimum wage orders nor are they subject to the federal Fair Labor Standards Act, which provides for a minimum wage of \$1 an hour for industries in interstate commerce. Among those not presently covered are employees in such industries as hospitals, nursing homes and related institutions, nonprofit and educational services, and a miscellaneous group of personal service trades (funeral service, shoeshine parlors, barber shops). A number of these workers are low-wage employees.

The new law was designed to give protection to such employees and to raise any existing rates which fall short of the require-

ments considered necessary for a minimum subsistence. The preamble of the Act states:

There are persons employed in the state of New York at wages insufficient to provide adequate maintenance for themselves and their families. Such employment impairs the health, efficiency and well-being of the persons so employed, constitutes unfair competition against other employers and their employees, threatens the stability of industry, reduces the purchasing power of employees, and requires, in many instances, that their wages be supplemented by the payment of public money for relief or other public and private assistance. Employment of persons at these insufficient rates of pay threatens the health and well-being of the people of this state and injures the overall economy.

Accordingly it is the declared policy of the state of New York that such conditions be eliminated as rapidly as practicable without substantially curtailing opportunities for employment or earning power.

Main Provisions

The state labour department estimates that the new law extends minimum wage coverage to 700,000 workers not presently covered by either a state minimum wage order or by the federal minimum wage law. Some employees working for intrastate organizations still remain outside the scope of the law, however, including taxicab drivers, outside salesmen, students, volunteers, apprentices and learners working in nonprofit institutions, as well as domestic servants, farm workers and other employees usually exempted from minimum wage legislation.

As previously indicated, the 10 existing minimum wage orders will remain in effect except that any rate in the orders of less than \$1 an hour will be raised to \$1 effective October 1. Non-hourly rates (unit rates, piece rates, weekly rates) will be modified by the Industrial Commissioner as he deems necessary to carry out the purpose of the law.

For occupations not covered by existing orders the Industrial Commissioner will issue an order providing for a \$1 minimum, effective October 1. Allowances from the minimum may be permitted by the Commissioner for gratuities, meals, lodging, apparel and other items supplied by the employer.

Provision is also made for the establishment of lower rates for learners, apprentices, handicapped workers and students employed in resort hotels that are not open for more than six months in any year

where necessary to prevent curtailment of opportunities for employment of these workers. Regulations may be issued providing for employment of such employees at subminimum rates under special certificates from the Commissioner. Those dealing with learners and apprentices may impose limitations as to time, number, proportion and length of service.

Regulations and allowances are to be determined after public hearings by the Commissioner or wage board.

A nonprofit religious, charitable or educational institution will be exempted from the statutory minimum and from any applicable minimum wage order if it certifies under oath to the Commissioner that it pays and will continue to pay to all of its employees at least \$1 an hour, exclusive of allowances for meals, lodging, or apparel furnished by the employer.

Procedure

At the discretion of the Commissioner, or upon the petition of 50 or more interested residents of the state, an investigation will be made to determine whether the wages being paid in a particular occupation are sufficient to provide adequate maintenance and to protect the health of the employees concerned. If, on the basis of information in his possession, the Commissioner is of the opinion that a substantial number of persons in any occupation are receiving wages insufficient to provide adequate maintenance and health, he must appoint a wage board to inquire into and make recommendations regarding minimum wages and regulations for employees in that occupation.

Wage boards, as before, are to be drawn up on a tripartite basis: not more than three employer representatives and an equal number of employee representatives and public members, with one of the public members as chairman. The chairman may delegate to a tripartite panel of members any or all of the powers of the board except those relating to the report, which must be approved by a majority of the whole board before being submitted to the Commissioner.

A more expeditious wage board procedure has been established. The wage board will have to submit its recommendations to the Commissioner within a maximum period of 90 days, instead of 180 days as at present, and the Commissioner will have to act on the recommendations within 45 days. An order will become effective within 30 days of issuance, instead of the present 60 days.

Procedures have also been speeded up by providing that it is no longer mandatory for the Commissioner to hold public hearings before issuing an order.

As before, an appeal may be taken to the Board of Standards and Appeals, which must decide, after oral argument, whether an order or regulation is contrary to law. Employers who appeal from a wage order will be required to post security—either by bond or bank deposit—if they wish to stay proceedings against them pending determination of the appeal. This is to protect workers against negation of wage orders through default or dissolution of employers. The security requirement, however, may be waived by the Board of Standards and Appeals if the employer is of strong financial responsibility.

Decisions of the Board of Standards and Appeals, must be rendered within 60 days and are final unless an appeal is taken to the appropriate court within 60 days.

On his own initiative or on the petition of 50 or more residents affected by the order, the Commissioner may reconvene the wage board after six months or appoint a new board to recommend whether the minimum wage or regulations should be modified. In such cases, the same procedure must be followed as when an order is first promulgated.

Standards

Certain standards are laid down to guide wage boards in making their recommendations. In no case may the recommended wage be in excess of an amount sufficient to provide adequate maintenance and to protect the health of employees. Neither may the rate be less than \$1 an hour except in the exceptional cases expressly provided for (apprentices, learners, handicapped workers, students). A non-hourly rate may be set, however, where an hourly rate is impracticable, provided the statutory minimum is safeguarded. The board is also given authority to fix wages in accordance with the nature of the work performed and to set regional differentials where necessary.

In addition to its suggestions for minimum wages, a wage board may recommend such regulations as it deems necessary to carry out the purposes of the law and to safeguard the minimum wage. These may include provisions defining the exclusions from the Act, regulations governing piece rates, incentives and commissions in relation to time rates; overtime or part-time rates; waiting time and call-in pay rates; split shifts, excessive spread of hours and weekly guarantees; allowances for gratuities and for meals, lodging, apparel or other services and facilities.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit at end of April down 13 per cent from number at previous month-end, up 17 per cent from year-earlier total. Seasonal benefit and fishing claimants down from month earlier but up from same month of 1959*

Claimants† for unemployment insurance benefit on April 29 numbered 714,900, of whom 228,600 were claimants for seasonal benefit. This total was 13 per cent lower than the total of 823,000 (248,500 seasonal benefit) on March 31, but 17 per cent higher than the total of 610,800 (228,400 seasonal benefit) on April 30, 1959.

Seasonal benefit claimants on April 29 comprised 32 per cent of the total, compared with 30 per cent on March 31 and 37 per cent at the end of April last year. Fishing seasonal benefit claimants numbered 13,100 on April 29, compared with 23,900 on March 31 and 11,400 on April 30, 1959. The marked decline in the number of these claimants during April reflects the combined effect of the resumption of fishing and the exhaustion of benefit rights.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

Initial and renewal claims for benefit during April numbered 214,600, which was 24 per cent fewer than the 283,500 claims submitted in March but 3.7 per cent more than the total of 206,900 in April 1959. The decline during April this year is considerably greater than it was in the same month last year, when it was only 10 per cent.

The average weekly number of beneficiaries was estimated at 732,900 for April, 733,000 for March, and 640,200 for April 1959.

The average weekly benefit payment was \$22.18 in April, \$22.20 in March and \$21.29 in April 1959.

*See Tables E-1 to E-5 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Insurance Registrations

The annual renewal of insurance books takes place during May. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees are not available for the month of April. They will, however, be ready for the month of May. As the figures are cumulative, those issued as at May 31 will include all new entrants to the insured population from April 1.

Employers registered at April 30 numbered 327,590, an increase of 954 during the month.

Enforcement Statistics

During April, 6,514 investigations were conducted by enforcement officers across Canada. Of these, 3,904 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 131 were miscellaneous investigations. The remaining 2,479 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 153 cases, 24 against employers and 129 against claimants.‡ Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,851.‡

Unemployment Insurance Fund

Revenue received in April totalled \$22,-194,917.24† compared with \$32,588,270.44

‡These do not necessarily relate to the investigations conducted during this period.

in March and \$14,581,844.02 in April 1959. Benefits paid in April totalled \$61,767,-880.26† compared with \$74,837,064.30 in March and \$59,930,502.62 in April 1959.

The balance in the fund on April 30 was \$324,986,215.82†; on March 31 it was \$365,892,232.95 and on April 30 last year, \$454,462,498.91.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1729, April 11, 1960

Summary of the Main Facts: The claimant, single, 29 years of age, filed an initial application for benefit on December 1, 1959. He had been employed as a route driver from January 1, 1959 to November 28, 1959, when he was dismissed because "I lost my driver's licence and there were no other openings other than drivers at the present time". The employer confirmed the claimant's statement.

The offence for which the claimant's driving licence was suspended was one of impaired driving and took place outside his working hours and while he was driving his own car.

The insurance officer disqualified the claimant from receipt of benefit from November 29 to January 9, 1960, inclusive, on the ground that he had lost his employment by reason of his own misconduct (section 60 (1) of the Act). The insurance officer based his decision on Umpire's decision CUB-1065.

The claimant appealed to a board of referees, before which he appeared at the hearing of his case in Toronto on January 26.

The majority of the board in a brief decision dismissed the appeal and maintained the disqualification. The dissenting member of the board expressed the following views:

...His conviction was unrelated to his job and his employer stated that he would have retained him if another job had been available. There was no industrial misconduct and the claimant's appeal should be upheld. I would advise the claimant to appeal the majority decision to the Umpire.

The claimant appealed to the Umpire.

Considerations and Conclusions: The claimant's employment as a route driver was dependent on his possession of his motor vehicle operator's licence. Consequently, the retention of such a licence had a direct relationship to his particular kind of occupation and it was his solemn duty, as an employee, to take the utmost precaution at all times, even when he was driving his own automobile during non-working hours, to safeguard that licence as a most

treasured possession. This, the record shows, he failed to do; and such failure, in my opinion, is "misconduct" within the meaning of that expression in section 60 (1) of the Act, and I so decide.

In view of the foregoing, the claimant is subject to disqualification. However, as it appears to have been his first offence of that kind and as the employer's reason for dismissing him was solely because of the suspension of his licence, I consider that the period of disqualification should be reduced to one week, and I so direct.

But for this modification the claimant's appeal is dismissed.

Decision CUB-1738, May 6, 1960

Summary of the Main Facts: The claimant, a young married woman, filed a renewal application for benefit on November 28, 1958, and was registered for employment as a secretary. She had worked as such for a law firm in Vancouver at a salary of \$225.00 a month from July 28, 1958 to November 14, 1958, when she voluntarily left because of pregnancy. Her confinement was expected to be in March 1959.

The insurance officer disqualified the claimant from receipt of benefit, effective November 23, 1958, on the ground that there is a presumption that a claimant who voluntarily separates from her employment because of pregnancy is not available for work, and that such presumption had not been rebutted by the claimant (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on December 30, 1958, on the following grounds:

1. The appellant is entitled to unemployment insurance benefits pursuant to sections 54 and 60 of the Unemployment Insurance Act, R.S.C. 1952, as amended, and states that she is capable of and available for work as required by section 54 (2) (a) of the said Act, and that she has so represented herself and registered with the National Employment Service.

2. The said Act and Regulations made thereunder do not state or presume that a pregnant woman is to be presumed to be incapable of performing reasonable employment, and no such presumption should be made by this Board.

†All figures for April are subject to revision.

3. The Canada Evidence Act, R.S.C. 1952, as amended, contains no presumption that a pregnant woman is not available for work and thus disqualified from receiving benefits under the Unemployment Insurance Act.

4. The Insurance Officer acted in an unreasonable and arbitrary manner and against the evidence and the weight of the evidence in refusing the appellant's claim for benefit in a letter to the appellant dated December 4, 1958, since the appellant states in good faith that she has been and is willing to accept work of a reasonable nature up to and including a date approximately six weeks before her confinement. The appellant intends to resume employment at a date no later than six weeks following her confinement.

5. The reasons given by the Insurance Officer for the disqualification of the appellant's claim for unemployment insurance which appear on a typewritten sheet of paper annexed to the aforesaid letter dated December 4, 1958, are irrelevant and contradictory in that although the section cited on the face of the letter as covering the situation is section 54 (2) (a) of the Unemployment Insurance Act, yet the Insurance Officer in his reasons aforesaid has attempted to justify his decision on grounds covered by section 60 (1) of the said Act, which contradiction constitutes an error on the face of the decision of the Insurance Officer.

6. The appellant therefore contends that she is entitled to her claim for benefit and that she has been so entitled since November 23, 1958.

The claimant filed an affidavit dated December 31, 1958, which reads in part:

...That part of the duties connected with my position entailed coming into contact with clients who came into the office, and it was therefore of the utmost importance that my appearance be businesslike and in keeping with the formal nature of a law office.

That I subsequently learned that I was to become a mother and could anticipate a substantial alteration in my appearance.

That my duties also required me to perform work of an exacting nature, such as taking rapid dictation with clients present in the room, which resulted in considerable nervous strain due to my condition.

That because of my enceinte position, it was in my best interests to terminate the employment I was engaged in and to obtain a position which was less exacting and which would enable me to work beyond the public eye.

That on the 14th day of November, 1958, I resigned my position. On or about the 20th day of November, 1958, I received my Insurance Book in the mail from my employers and on or about the 21st day of November, 1958, I registered at the National Employment Service Office as being capable of, and available for work of a more suitable type than that which I had previously done.

That I have reported every Thursday at 8.45 a.m. since then, or upon such other date as so instructed by the National Employment Service Office officials, as being capable of and available for work of a reasonable nature, and that I intend to keep reporting as being capable of and available for work until six weeks before my anticipated confinement on or about the 15th day of March, 1959.

That I am in good health now and have been ever since I left my previous employment.

That I am anxious to accept employment of a reasonable nature.

Appearing in the records is the following medical certificate dated January 12, 1959:

This is to advise that (the claimant) has been my patient since August 20th, 1958, and that I am fully conversant with her condition.

In my opinion, it was reasonable for her to terminate her employment as a legal secretary because of the exacting nature of this type of work and the nervous strain consequently involved. However, it is also my opinion that she is quite capable of performing other duties of a less exacting nature.

In passing the appeal documents, etc., to the board of referees, the insurance officer referred the board to the Umpire's decisions CUBs 930 and 1111.

The claimant and her lawyer attended the hearing of her case by a board of referees in Vancouver, B.C., on January 28, 1959. The board unanimously dismissed the appeal and maintained the disqualification imposed by the insurance officer. The decision reads:

...The claimant's counsel developed his argument entirely on the basis of the written submission which had already been made and is part of the record. Substantially his contention is one with which this Board is quite familiar in that the claimant considers herself available for what she describes as "suitable employment" and in support of that attitude has continued to register at the employment office periodically. The claimant was under the impression that this matter of reporting fulfilled her obligations under the Unemployment Insurance Act, but in saying also that she has been watching the newspapers she does not state that she has made any application for employment as the result of such study of newspaper advertisements.

The Board has here an entirely familiar situation, the issue turning entirely upon the meaning of the term "available". The Board suggested to the claimant that what the claimant means by the use of this term is merely that she is willing to take a position if offered to her, but this does not fulfil the meaning of the term "available" so far as the Act and the Umpire's interpretations of the Act are concerned. The counsel for the claimant contended that the Umpire's decisions quoted were not applicable since the situations differed in detail. However, it is an underlying principle, which is reiterated repeatedly by the Umpire in numerous decisions dealing with such situations as this, which must govern the insurance officer in his interpretation of his responsibilities and by which this Board also must be governed. That principle is particularly applicable to a situation where a claimant resigns on account of pregnancy and as in this case, states that the nervous strain involved in the normal performance of her duties was such that she felt she could no longer carry on. In view of such a statement and while not questioning the claimant's willingness to take a position, it seems reasonable to this Board that for the claimant to accept a position within the framework of her established experience would expose her to more or less the same conditions as those from which she has resigned. For the reasons she has stated the opinion of the Board therefore is that the claimant by her own actions has clearly established her non-availability and in the light of the Umpire's decisions which have

been quoted and the principle involved in those decisions, the Board is of the opinion that the insurance officer has correctly applied the provisions of section 54 (2) (a) of the Act under which he has ruled that the claimant is not available for work and has therefore imposed an indefinite disqualification effective 23 November 1958.

The Board sustains the insurance officer's ruling and is unable to allow the appeal.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on the following grounds:

The Board sustains the insurance officer's ruling and is unable to allow the appeal.

The Appellant cannot accept the Board's definition of availability for employment as it is applied to the Appellant in this case. The Unemployment Insurance Act, being a remedial Statute, should be given a beneficial construction and not a strict construction. It is unfair, and indeed ridiculous, to say that the Appellant is not available for employment within the meaning of section 54 of the Unemployment Insurance Act, when she has in fact registered with the National Employment Agency, a body created by the Government of Canada and purporting to be a National Clearing House for available employment possibilities, every week since being forced to resign her previous position. The Appellant has shown the utmost good faith and candour in stating that she is available for work of any reasonable nature—a term wide enough surely to put her within the terms and conditions of the Act, and is surely entitled to the benefits created by Statute in such cases. The Appellant has discharged the onus lying on her to show that she was "available for employment" by such weekly registrations, and it is unfair that she should be subjected to cross-examination as to every other step she has taken, reasonable or otherwise, to secure employment of a reasonable nature. The Appellant contends that she is entitled to a re-hearing by the Umpire of this important question, which involves, more than a mere principle, an immediate and wide spread matter of personal and Statutory right. The Appellant further contends that the line of authority which has been built up on this question and which was followed by the Board of Referees in this particular case, is wrong both in fact and in Law.

In addition, the claimant submitted a lengthy and elaborate statement of observations to the Umpire, wherein she took strong exception to the view expressed by the Umpire in his many decisions, viz., that there is a presumption that a claimant who voluntarily leaves her employment because of pregnancy is not available for work. She contended, in effect, that neither in section 54 (2) (a) nor in any other section of the Act was that stand supported.

The claimant also requested an oral hearing before the Umpire, which was held in Vancouver on March 30, 1960. The Unemployment Insurance Commission was represented by F. G. Power, an officer of its Legal Branch.

The claimant stated at the hearing that she was resting her case on her written

submissions and also on the applicable sections of the Act. She stated also, among other things, that when she registered for work she had explained to the placement officer that she rated herself "as being quite capable of doing suitable work within my knowledge, which would include typing, mailing, sorting, filing, dictaphone work, etc." She considered the comment made by the board of referees in its decision, to the effect that any type of work within the scope of her ability would cause nervous strain, as being "completely erroneous". When asked by the Umpire if she had looked for a position, she stated: "Not strenuously, as I understood that the employment office would look for me... I read the ads and registered every week. I sincerely wanted a job as I needed the money."

Mr. Power stated that, in his opinion, the claimant had failed to discharge the onus placed on her by section 54 (2) (a) of the Act to prove that she was available for work, in that she had voluntarily left her employment because of pregnancy and without asking her employer for a change of duties. To this, the claimant answered that there were no opportunities for other work in the office.

Considerations and Conclusions: The only question before me is whether or not the claimant has proved that she was available for work as from November 23, 1958.

In decision CUB-1720 I stated:

Section 54 (2) (a) of the Act places on each individual claimant the burden of proving that he was capable of and available for work on every day for which he is claiming benefit, and as there are no statutory provisions specifically dealing with pregnant claimants, the question of their availability must be determined under the aforementioned section, in the light of the particular circumstances of each such case.

As a general rule, to be available for work means being able, willing and ready to accept at once any suitable employment of which there is normally a supply in the labour market.

When no restrictions appear to be connected with a claimant's declared willingness to accept at once suitable employment or connected with his employability within the normal labour market, the brief statement which he is called upon to make in each weekly report to the local office, viz. "I was... available for work on each day..." is accepted on its face value and regarded as sufficient proof of that which is required to be proved under section 54 (2) (a) of the Act. Such a brief state-

ment, however, cannot be so accepted and so regarded when restrictions on his availability for work appear or are found to exist.

One such restriction is when, as in the present case, a claimant has reported that she is pregnant, in which event the presence or absence of proof of availability must, as a general rule, be judged by the words, acts or omissions of the claimant and by the possibility of her obtaining work in view of the restrictive conditions which ordinarily exist in cases of that kind, particularly when a claimant has decided to leave her employment solely or chiefly because of pregnancy.

A lenient view can usually be taken in those cases where pregnancy is found to have had nothing to do with a claimant's unemployment or where it is the employer who has taken the initiative in causing the unemployment. For obvious reasons, however, such a view cannot be adopted in cases where it is the claimant who takes the initiative to leave her employment because of pregnancy, and where it is found that employment under the new conditions under which she is allegedly willing to work is more difficult to obtain than the employment which she previously vacated. When those new conditions make it almost impossible to find the desired employment of the claimant either through her efforts or those of the local office of the Commission, then availability for work no longer exists for the purposes of the Act.

In the instant case, the restrictions which the record shows existed in respect of the claimant's availability were those which resulted from her desire for work of a less exacting nature than that which she had performed in her previous position as a secretary in the particular law firm which she had just left and also because she could likely accept or find work of such

a lighter nature only for a short duration in view of her approaching confinement.

As I pointed out in previous decisions, it is impossible for me, in the absence of a refusal of suitable employment or without other reliable indications that a claimant's declared willingness to work is not genuine, to assess the probability of a claimant's accepting or obtaining work of the desired kind if, as in the instant case, the record contains no information about the existence of that particular kind of work in the area where she wishes to work. The adjudicating authorities cannot, in law, arbitrarily presume that a claimant will automatically refuse suitable employment nor assume that the conditions of the labour market are unfavourable to a claimant. Furthermore, in the absence of a definite provision in the law, non-availability cannot be inferred solely from a claimant's omission to make a personal search for work or from the reluctance of certain employers to hire pregnant women.

The advanced stage of pregnancy of the claimant could only restrict her availability, but in the absence of proof to the contrary it would appear safe to say that the labour market in a city the size of Vancouver could provide work on a temporary basis, of the kind the claimant desired, i.e., typing, mailing, sorting, filing, dictaphone work, etc., particularly in view of her outstanding qualifications.

As we are dealing here with a borderline case, for the above reasons and because the record shows that the claimant's good faith is unquestionable, I decide to resolve any doubts I have in her favour and to allow the claimant's appeal in respect of the period mentioned in her affidavit of December 31, 1958 as being that for which she would be available for work, viz., from November 23, 1958, until six weeks before the date of her confinement.

Union Asks Unemployment Insurance Coverage for Hospital Workers

A request that 90,000 non-professional hospital employees who are now excluded should be brought under the Unemployment Insurance Act was made in a brief presented last month to a federal Cabinet committee by the National Union of Public Employees (CLC).

The brief argued that whatever excuse there might have been in the past for granting immunity to hospitals "from the moral and legal obligations which must be met by other employers," this excuse had been removed "by the introduction of hospital insurance which now covers the overwhelming majority of Canadians and which guarantees the income of the hospitals."

Hon. Michael Starr, Minister of Labour, said that the question of bringing these employees under unemployment insurance was receiving constant consideration.

The brief was presented by NUPE President William Buss of Toronto, and R. P. Rintoul, Ottawa, National Director. The Union represents close to 45,000 workers.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 238 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 192 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 3,070.00
Defence Production (April Report)	83	599,848.00
Defence Production (May Report)	88	294,227.00
Post Office	15	226,377.87
RCMP	13	70,748.36

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$6,023.70 was collected from 9 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 144 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Highland Village Marsh N S: McCully & Soy Ltd, construction of dyke and/or drainage works, Project NS 97. *Alma N B:* Gerard A Fougere, construction of implement shed & potato storage bldg, Potato Breeding Sub-Station. *Memramcock Marsh N B:* Eric Stiles, construction of dyke and/or drainage works, Project NB 58. *Bearverlodge Alta:* D & B Construction Ltd, construction of controlled temperature & humidity rooms, Apiary Bldg, Experimental Farm. *Saanichton B C:* Lord & Burnham Co Ltd, supply & erection of greenhouses & header house extension, Experimental Farm.

Central Mortgage and Housing Corporation

Dartmouth N S: Quemar Co Ltd, site improvement & planting for school extensions (DND 5/55 & 6/57), HMCS *Shearwater*. *Eastern Passage N S:* McFadden Hardware, exterior painting of 171 housing units. *Montreal Que:* Leon M Adler Inc, construction of 122 housing units, phase 3 (FP 1/56). *Jeanne Mance Project:* Metallic Industries Ltd,* repairs to roofs & smokestack, Benny Farm; W Collins Reg'd,* exterior painting of 200 garages, Benny Farm; Delphis Cote Ltd,* reroofing of garages, Benny Farm; Girard Construction, interior painting of 45 apartments, Villeray Terrace & 150 apartments, Benny Farm. *Sorel & Tracy Que:* Jean Hayart, exterior painting of 60 houses. *Bracebridge Ont:* Modern Home Supply,* exterior painting. *Brantford Ont:* Abbotsford Homes Ltd, construction of 50 housing units (FP 3/58). *North Bay Ont:* Sterling Construction Co Ltd, construction of 4 classrooms & gymnasium extension to school (DND 5/59). *Greater Winnipeg Man:* Oswald Decorating Co, exterior painting (1960 program). *Edmonton Alta:* Continental Landscapers Ltd, site improvement & planting for 200 housing units (DND 10/58). *Comox B C:* Conniston Construction Co Ltd, site improvement & planting for 100 houses (DND 6/58).

Defence Construction (1951) Limited

Goose Bay Labrador: J W Lindsay Construction Co Ltd, construction of four classroom extension to school, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, rehabilitation of runways, RCAF Station. *Bedford Basin N S:* Walker & Hall Ltd, replacement of wharf, RCN Degaussing Range. *Cornwallis N S:* R A Douglas Ltd, construction of earth fill dam & appurtenances, Cady Lake, HMCS *Cornwallis*. *Greenwood N S:* North Shore Construction Co Ltd, extension of water sewerage services to new PMQ area, RCAF Station. *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, re-roofing of Administration Bldg No. S17, HMCS *Stadacona*; EP Electric Products Co Ltd, construction of transformer substation, HMC *Dockyard*. *Bagotville Que:* Cardinal Painting & Decorating

Co Ltd, application of fire retardant coating within hangars, RCAF Station. *Camp Petawawa Ont*: Universal Painters & Decorators Reg'd, interior painting & floor finishing, Medical Equipment Depot; Universal Electric (Div of Univex Electrical Construction & Engineering Ltd), *installation of magnetic starter switches at 40 vehicle garage bldgs. *Uplands Ont*: Avro Aircraft Ltd, *supply & installation of control racks, console & accessory equipment, etc, high speed wind tunnel, NAE. *Comox B C*: Blanchet Bros, application of fire retardant coating, hangar No. 1 & leantos, RCAF Station.

Building and Maintenance

Toronto Nfld: Fry's Engineering Co Ltd, replacement of steam boilers, RCAF Station. *Greenwood N S*: Rodney Contractors Ltd, construction of lean-to reinforcing, bldg No. 15 (ice rink), RCAF Station. *Camp Gagetown N B*: Standish Bros Reg'd, brush control, various areas. *Camp Borden Ont*: Walker Painting & Decorating Co Ltd, exterior painting of 254 PMQs. *Centralia Ont*: Lavis Contracting Co Ltd, construction of asphalt pavement overlay on PMQ roads, RCAF Station. *Hagersville Ont*: Richards Wilcox Canadian Co Ltd, supply & installation of vehicle doors, hangars Nos. 5, 6 & 7. *Ottawa Valley Test Line Sites Ont*: Eugene Young, dismantling, crating, loading, etc, of all towers, masts & associated hardware located at Fitzroy Harbour, Haley & Alice to Gloucester. *Gimli Man*: Buhle Painting & Decorating Co Ltd, exterior painting of PMQs & schools, RCAF Station. *Rivers Man*: H G Hay Decorating Co, exterior painting of PMQs. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, resurfacing concrete roads, Currie Barracks. *Vancouver B C*: J T Devlin & Co Ltd, exterior painting of bldgs, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Henry J Kaiser Co (Canada) Ltd, construction of reinforced concrete slab floors, RCAF Station. *Greenwood N S*: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Sydney N S*: Canada Catering Co Ltd, catering. *Lakeburn N B*: Rayner Construction Ltd, removal of spalled & broken concrete, etc, RCAF Detachment. *Moncton N B*: Stewart Butler Ltd, application of fire retardant paint to walls & ceiling of Issue Section Bldg 31, No. 5 Supply Depot, RCAF Station. *Saint John N B*: Frank E Wetmore, alterations & additions in Dome & Administration Bldg, HMCS *Brunswick*. *Bagotville Que*: Gustave Morin, exterior painting of bulk fuel storage tanks, RCAF Station. *Montreal Que*: Francis Hankin & Co Ltd, overhaul of filtration equipment to swimming pool in barrack area, 6769 Notre Dame St East. *Parent Que*: Paquin Construction Co Ltd, replacement of 25 poles of power distribution line, RCAF Station; Paquin Construction Co Ltd, paving of various areas, RCAF Station. *Clinton Ont*: F E Dayus Co Ltd, replacing shingles & SIS rolled roofing on bldgs, RCAF Station. *Falconbridge Ont*: Denis Biro, interior painting of PMQs, RCAF Station. *Kingston Ont*: J Downey & Son, repairs to plaster & painting of bldg No. 12, Headquarters, Eastern Ontario Area; Leslie Stratfore Cut Stone & Construction Co Ltd, repairs to flooring, bldg C-6, Vimy Barracks. *Ottawa Ont*: Ontario Building Cleaning Co Ltd, replacing bricks, repointing & exterior painting, drill hall, Cartier Square. *Winnipeg Man*: Ideal Decorating Co, interior painting of PMQs, RCAF Station; Progress Painting & Decorating Co Ltd, painting of main hangar overhead doors, RCAF Station. *Camp Wainwright Alta*: Dales Bros Ltd, crushing, hauling & tailspreading of gravel on road. *Penhold Alta*: Bill Hopps & Co Ltd, exterior painting of PMQs, RCAF Station. *Holberg B C*: Webb & Trace Excavators Ltd, removal of rock by drilling & blasting, RCAF Station.

Department of Justice

Springhill N S: Canadian Comstock Co Ltd, erection of steam generating plant & installation of outside service lines, New Institution. *St Vincent de Paul Que*: Omega Construction Co Ltd, construction of laundry bldg No. 13, Leclerc (New Quebec) Institution.

National Harbours Board

Montreal Que: J A Albert Jean & Co Ltee, construction of rest room, Shed 42; The Highway Paving Co Ltd, paving of wharf areas at Sections 39-40. *Quebec Que*: Bergerville Estates Ltd, construction of shed 19. *Vancouver B C*: General Construction Co Ltd, paving of low-level roadway to Centennial Pier.

National Research Council

Ottawa Ont: M J Lafortune Construction Ltd, construction of combustion research annex, Montreal Road Laboratories.

Department of Public Works

Herring Neck Nfld: Twillingate Engineering & Construction Co Ltd, reconstruction of wharf. *Hare Bay Nfld:* Lionel Glover, wharf repairs. *Long Pond (Manuels) Nfld:* Gulf Maritime Construction Ltd, replacement of west breakwater. *St John's Nfld:* Benson Builders Ltd, alterations & additions to Sir Humphrey Gilbert Bldg, for Dept of Northern Affairs & National Resources. *Terra Nova National Park Nfld:* McNamara Construction of Newfoundland Ltd, bituminous base course & guide fence, Mile 10 to Mile 25, Trans-Canada Highway. *Georgetown P E I:* L G & M H Smith Ltd, repairs to Queen's Wharf. *Rustico Harbour P E I:* L E Wellner Jr, breakwater repairs. *Savage Harbour P E I:* County Construction Co Ltd, wharf repairs. *Wood Islands P E I:* Morrison & McRae Ltd, concrete paving of wharf area. *Blue Rocks (Sandy Cove) N S:* Cyril J Feeney, repairs to breakwater. *Broad Cove Marsh N S:* M C Campbell & D J Grant, breakwater repairs. *Cape Breton Highlands National Park N S:* Chisholm Construction Co Ltd, grading, culverts & base course, Mile 29.5 to Mile 33.5, Cabot Trail; Grant Mills Ltd, construction of Grande Anse River Bridge, Mile 24.75. *Ecum Secum N S:* Charles L Wisen, wharf reconstruction. *Flat Mud Island N S:* Continental Construction Co Ltd, breakwater replacement. *New Glasgow N S:* MacDougall Construction Co Ltd, construction of federal bldg. *Pictou N S:* R A Douglas Ltd, demolition of marine structures. *Sandy Cove N S:* Campbell & Grant Construction Co Ltd, breakwater repairs. *Windsor N S:* Central Construction Co, erection & completion of federal bldg. *Bathurst N B:* Tracy Construction Inc, construction of wharf. *Moncton N B:* Moncton Plumbing & Supply Co Ltd, alterations to shooting range ventilation, RCMP Garage. *Saint John N B:* Standard Window Cleaning Co, cleaning windows, federal bldgs; Atlas Construction Co Ltd, construction of shops bldg for Dept of Transport. *Seal Cove N B:* Fundy Contractors Ltd, harbour improvements. *Stonehaven N B:* Comeau & Savoie Construction Ltd, repairs to breakwater. *Cap Aux Meules Que:* Les Entreprises Gaspé Inc, construction of shed. *Champlain Que:* Marautier Construction Inc, construction of retaining wall. *Kamouraska Que:* Leon LaPlante, repairs to downstream wharf. *Montreal Que:* Automatic Venetian Blind Laundry Ltd,* laundering of venetian blinds in federal bldgs for fiscal year 1960-61. *Petite Riviere Est Que:* Emile Cloutier, reconstruction of jetty. *Port St Francois Que:* Rolland Lemire, construction of protection wall. *St Felix de Cap Rouge Que:* Ste Foy Construction Ltee, construction of protection wall. *Schefferville Que:* Richard & B A Ryan Ltd, construction of federal bldg. *Stanstead Que:* Jean-Marie Cote, repairs & alterations, federal bldg. *Caledonia Ont:* Lester Shoalts Ltd, construction of post office bldg. *Chatham Ont:* Detroit River Construction Ltd, repairs to retaining wall. *Hamilton Ont:* City Window Cleaning Co, window cleaning, federal bldgs. *Lavigne Ont:* Paul M Lechlitrer, construction of tourist wharf. *Ottawa Ont:* J A Jones Construction Co (Canada) Ltd, construction of applied physics laboratories for National Research Council, Montreal Road; Maintenance & Construction Co, asphalt resurfacing of entire penthouse floor, Food & Drug Laboratory, Department of National Health & Welfare, Tunney's Pasture; Acme Services & Maintenance Co, interior cleaning, Colonel By Towers Bldg; A G Reed, installation of buzzer system throughout Sir Charles Tupper Bldg, Riverside Drive; J H Lock & Sons Ltd, installation of concrete sample freeze-thaw unit, Public Works Testing Laboratory; Louis G Fortin Construction, alterations to No 5 Temporary Bldg; Fournier Van & Storage Ltd, moving furniture & equipment from various bldgs to Sir Charles Tupper Bldg, Riverside Drive. *Owen Sound Ont:* McArthur Construction Co, replacement of waling (Stage 2). *Penetanguishene Ont:* Keene Construction Co Ltd, construction of floats. *Port Arthur-Fort William Ont:* Raymond International Co Ltd, harbour terminal construction (Stage 3), Lakehead Harbour Terminal. *Remi Lake Ont:* Paul M Lechlitrer, wharf repairs. *Sioux Lookout Ont:* Eric Ruben Norman, construction of nurses' residence & doctors' residence, Sioux Lookout Hospital for Dept of National Health & Welfare, Indian Health Services Branch. *Toronto Ont:* P C Toft Co Ltd, alterations to Postal Station "C", Queen St W; Mathews Conveyor Co, installation of additional conveyors & chutes for distributors, Terminal "A" & City Delivery Bldgs. *Banff National Park Alta:* Blaine Construction Ltd, bituminous stabilized base course, Mile 49 to Mile 68, Banff-Jasper Highway. *Blackfoot Indian Agency Alta:* Goodrich & Treiber, construction of three bedroom staff unit for Dept of Citizenship & Immigration, Gleichen (Old Sun). *Jasper National Park Alta:* Square M Construction Ltd, & Coleman Collieries Ltd, grading, culverts, base course & prime, Mile 96.6 to Mile 104.5, Banff-Jasper Highway. *Peigan Indian Agency Alta:* Getkate Masonry Construction Ltd, construction of three bedroom staff unit for Dept of Citizenship & Immigration. *Bella Coola B C:* J H Todd & Sons Ltd, harbour improvements. *Campbell River B C:* S R Kirkland Construction Co Ltd, repairs to wharf. *Mission City B C:* The Fraser River Pile Driving Co Ltd, wharf replacement. *Pemberton B C:* Greenall Bros Ltd,

completion of bldg to provide Nurses' Residence & Health Centre, Indian Health Centre. *Port Alberni B C*: Pacific Piledriving Co Ltd, improvements to fishing harbour. *Port Hardy B C*: C J Oliver (V I) Ltd, construction of RCMP detachment quarters. *Queen Charlotte City B C*: Dyck Construction Co Ltd, construction of RCMP detachment quarters. *Rae N W T*: Square M Construction Ltd & Coleman Collieries Ltd, grading, culverts & crushed rock surfacing, access road. *Watson Lake Y T*: Pembina River Construction Ltd, grading, culverts & bridges, Mile 0 to Mile 30, North Development Road.

Contracts Containing the General Fair Wages Clause

Bailey's Brook N S: R A Douglas Ltd, dredging. *Carleton Village N S*: Shelburne Contracting Ltd, dredging. *East Lower Point N S*: Mosher & Rawding Ltd, dredging. *St Jean I O Que*: Les Entreprises du Cap Diamant Ltee, dredging. *Valois Que*: L J Weber Construction, alterations to mail lobby, federal bldg. *Coldwater River Ont*: Simcoe Dock & Dredging Ltd, dredging. *Maple Ont*: Selby O'Brien, alterations to post office. *Oshawa Ont*: Ontario Marine & Dredging Ltd, dredging. *Ottawa Ont*: A Bruce Benson, alterations to basement, No 4 Temporary Bldg; J R Statham Construction Ltd, alterations to lighting system, No 1 Temporary Bldg; Presley Painting & Decorating, interior painting, Bldg "F", Mines & Technical Surveys; H G Francis & Sons, supply & installation of exhaust fans, 40 Lydia St; Band & Cole Ltd, general alterations, 40 Lydia St; L Beaudoin Construction Co, alterations to various bldgs, Booth St, Mines & Technical Surveys; J G Bisson Construction & Engineering, installation of partitions, 300 LeBreton St; Shore & Horwitz Construction, installation of partitions, Kent-Albert Bldg; A Lanctot Construction Co, exterior painting, "A" Bldg, Cartier Square; A Lanctot Construction Co, general alterations, "B" Bldg, Cartier Square; Onix Construction Co, installation of partitions, Daly Bldg; Gendron Plumbing & Heating Co Ltd, installation of water storage tank, Daly Bldg; T Landry Ltd, moving furniture & equipment from Woods Canadian Bldg to No 8 Temporary Bldg. *Parry Sound Ont*: The J P Porter Co Ltd, dredging. *Sarnia Ont*: Dean Construction Co Ltd, dredging. *Toronto Ont*: Harbour Development Ltd, dredging. *Brandon Man*: R E Turner, renovations to federal bldg. *Winnipeg Man*: Wyatt Construction Co Ltd, installation of partitions, Mitchell Copp Bldg. *Regina Sask*: Hilsden & Co Ltd, alterations to Motherwell Bldg. *Douglas B C*: Ward & Son Ltd, general alterations to Customs & Immigration Bldg. *Porpoise Bay B C*: Sagra Shipping & Towing Ltd, dredging. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, overhaul of dredge PWD No 322 & auxiliary craft.

St. Lawrence Seaway Authority

Lachine Que: Dominion Bridge Co Ltd, repairs to bridge No 3, Des Seigneurs St, Lachine Canal. *near Brockville Ont*: Fort Construction & Equipment Ltd, supply & operation of dredging plant, Mile 136 to 142, Central District, St Lawrence Seaway.

Department of Transport

Cape Bonavista Nfld: W Burton & Son Ltd, construction of single dwelling & demolition of existing dwelling. *Surgeon Head Cove Nfld*: Twillingate Engineering & Construction Co, construction of double dwelling & demolition of existing dwelling (Bay of Exploits). *Charlottetown P E I*: Bedard Girard Ltd, installation of airport lighting facilities. *Halifax N S*: Allied Aviation Service Co of Newfoundland Ltd, cleaning of new Air Terminal Bldg. *Pictou N S*: Ferguson Industries Ltd,* overhaul of LCT (MK 8) vessel. *Cartierville Que*: The Highway Paving Co Ltd, additional development of airport. *Montreal (St Eustache) Que*: H J O'Connell Ltd, relocation of present VOR. *Port Menier Que*: Fernand Belanger & Eusebe Belanger, construction of one double staff dwelling, one two car garage & related work. *Quebec Que*: Union des Carrieres & Pavages Ltee, additional development at airport. *St Jean Que*: H J O'Connell Ltd, construction of VOR bldg. *Angus Island Ont*: John Anderson, construction of single dwelling & installation of pump, waterline & electrical service cable. *Oshawa Ont*: B & B Cable Service Co Ltd, installation of airport lighting facilities. *Winnipeg Man*: Bridge & Tank Western Ltd, construction of structural steel & steel roof deck for new Air Terminal Bldg, International Airport. *Edmonton Alta*: Bird Construction Co Ltd, installation of equipment for terminal services bldgs & its services complete for International Airport; Tallman Construction Co Ltd & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, additional development, International Airport; Tallman Construction Co Ltd & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of AASR site & ILS for Runway 01 including various bldgs & related work; Burns & Dutton Concrete & Construction Co Ltd, construction of foundations & structural reinforced concrete ground floor, Air

(Continued on page 741)

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1960

Canada's consumer price index (1949=100) rose 0.2 per cent from 127.4 to 127.6 between May and June this year. The index stood at 125.9 at the beginning of June last year*.

In the current period, an increase of 0.5 per cent in the food index combined with fractional gains in the shelter, clothing and other commodities and services groups accounted for all of the upward movement in the total index. The household operation index declined fractionally.

The food index moved from 120.2 to 120.8 as higher prices were recorded for most fresh fruits and vegetables, particularly apples, cabbage, tomatoes and potatoes, and for most meats. Price declines were generally limited to eggs and butter.

The shelter index increased 0.2 per cent from 143.5 to 143.8 as both the rent and home-ownership components were higher.

A rise of 0.1 per cent in the clothing index, from 110.8 to 110.9, reflected some price increases from sales levels of previous months and higher prices for other items, including men's work trousers and oxfords.

Lower prices for coal and fuel oil combined with sale prices for furniture to offset higher prices for textiles and household utensils, and the household operation index declined 0.1 per cent from 123.1 to 123.0.

A rise of 0.1 per cent in the "other" commodities and services index, from 137.6 to 137.7, resulted from higher prices for gasoline, train fares, pharmaceuticals and some personal care items.

Group indexes one year earlier (June 1959) were: food 119.1, shelter 141.5, clothing 109.2, household operation 122.5 and other commodities and services 135.4.

City Consumer Price Indexes, May 1960

Consumer price indexes (1949=100) decreased in seven of the ten regional cities between April and May.* Declines ranged from 0.1 per cent in both Edmonton-Calgary and Vancouver to 0.4 per cent in Saint John. In Toronto and Winnipeg, indexes rose a fractional 0.1 per cent and the St. John's index increased 0.3 per cent.

Food indexes were lower in eight cities, higher in two. Shelter indexes were up in

five cities, down in four cities and unchanged in the remaining regional city. Clothing indexes showed mixed results: five increased, two decreased and three were unchanged. Household operation indexes increased in six of the ten regional cities, decreased in two and were unchanged in the other two cities. Other commodities and service group indexes rose in five cities, declined in four cities and remained unchanged in the remaining regional city.

Regional consumer price index point changes between April and May were as follows: Saint John -0.5 to 128.6; Montreal -0.4 to 127.2; Ottawa -0.3 to 127.7; Halifax -0.2 to 126.8; Saskatoon-Regina -0.2 to 123.4; Edmonton-Calgary -0.1 to 123.3; Vancouver -0.1 to 128.1; St. John's +0.3 to 115.9†; Toronto +0.1 to 129.8; Winnipeg +0.1 to 124.8.

Wholesale Price Index, May 1960

Canada's general wholesale price index (1935-39=100) for May stood at 231.3, unchanged from the preceding month and slightly above last year's May figure of 231.2.

Increases over April in four of the eight major groups were offset by decreases in two others; the remaining two groups showed no change.

The textile products group index recorded the largest upward movement, rising 0.8 per cent to 231.4 from 229.6 in April. The increase was mainly attributable to higher prices for miscellaneous fibre products, raw cotton, and cotton fabrics.

Higher tin and silver prices were mainly responsible for an 0.4-per-cent increase in the non-ferrous metals group index to 179.7 from 179.0. The wood products group also advanced 0.4 per cent to 307.6 from 306.2. The iron products group edged upward by 0.2 per cent to 256.6 from 256.2.

The animal products group declined 0.9 per cent to 241.1 from 243.4 and the vegetable products group index eased 0.2 per cent to 205.1 from 205.6.

The non-metallic minerals and chemical products group indexes were unchanged at 185.5 and 188.4, respectively.

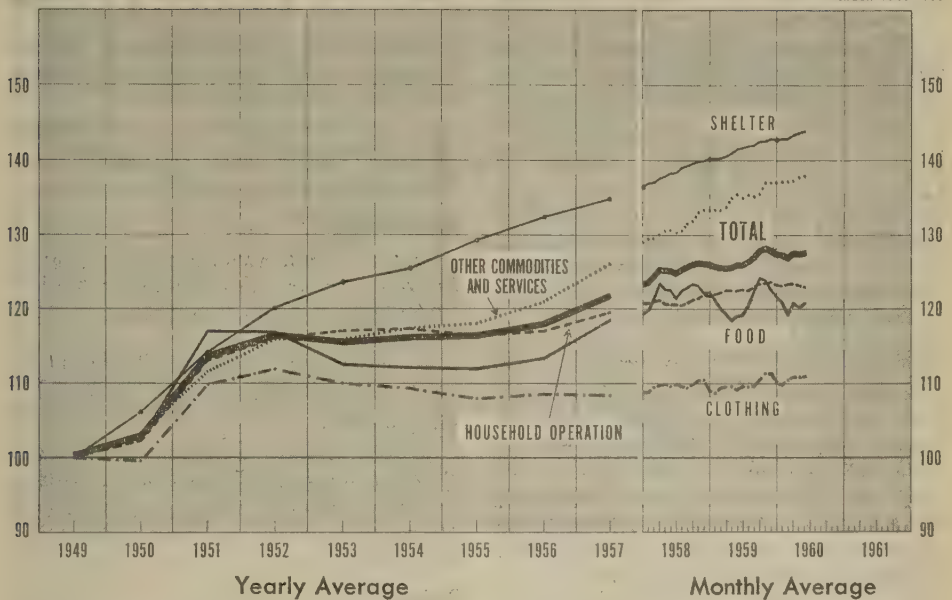
*See Tables F-1 and F-2 at back of book.

† On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



U.S. Consumer Price Index, May 1960

The United States consumer price index (1947-49=100) rose again between mid-April and mid-May to another peak. It increased from 126.2 to 126.3, largely as a result of rising food prices and the continued steady increase in prices for services. In May 1959 it was 124.0.

The U.S. index has risen in 11 of the last 14 months.

U.K. Index of Retail Prices, April 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) was 110.3 at mid-April, 0.6 points higher than at mid-March and 0.8 points higher than at mid-April 1959.

The U.K. index was 0.1 points lower than in January 1959. In the 15 months since that date, it has risen in only six, including the latest rise.

Sales dollar profits in Canada's manufacturing industry in 1959 averaged 5.1 cents, compared with 4.6 cents in 1958 when profits were at the lowest point reached during the 12-year period in which the Canadian Manufacturers' Association has been making surveys on the matter.

Wages and salaries (all wages and salaries including management salaries, directors' fees, payments to employees for holidays and in connection with profit sharing or production incentive plans, unless such payments are distributed only upon retirement of employee or some similar basis) accounted for 21.9 per cent of the sales dollar profits, or \$2,091,598,000.

Employee benefits (payments to pension plans, group life, sickness or hospitalization insurance, workmen's compensation, unemployment insurance, medical services, cafeterias, welfare funds, 25-year clubs, etc.) accounted for 1.7 per cent of the sales dollar profits.

Federal and provincial taxes in 1959 amounted to 4.2 cents in each dollar of sales.

The survey covered 1,043 companies distributed throughout Canada's 10 provinces. Their net sales during 1959 amounted to \$9,420,802,000 and they employed 462,935 persons during the 12 months covered by the study.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*. List No. 141.

Accidents

1. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in Logging Operations, 1955*. Washington, GPO, 1960. Pp. 46.

2. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in the Concrete Brick and Block Industry, 1957*. Washington, GPO, 1959. Pp. 34.

Annual Reports

3. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. *Annual Report, 1959*. New York [1960?] Pp. 13.

4. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. BOARD OF WHITE COLLAR WORKSHOPS. *Annual Report, White Collar Workshops, 1959*. New York [1959] Pp. 8.

5. BRITISH COLUMBIA, DEPARTMENT OF LABOUR. *Annual Report for the Year Ended December 31, 1959*. Victoria, 1960. Pp. 104.

6. CANADA. BUREAU OF STATISTICS. *Estimates of Families in Canada, 1959*. Ottawa, Queen's Printer, 1960. Pp. 7.

7. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1959*. Ottawa, 1960. Pp. 26.

8. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1959*. London, HMSO, 1959. Pp. 79.

9. MANITOBA. DEPARTMENT OF LABOUR. *Report for the Calendar Year ending December 31, 1959*. Winnipeg, Queen's Printer, 1960. Pp. 100.

10. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1959*. Halifax, Queen's Printer, 1960. Pp. 28.

11. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1960 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States on the*

January 1960 Economic Report of the President with Minority and Other Views. Washington, GPO, 1960. Pp. 98.

12. U.S. DEPARTMENT OF LABOR. *Annual Report, 1959*. Washington, GPO, 1960. Pp. 275.

Apprenticeship

13. LIEPMANN, KATE. *Apprenticeship; an Enquiry into its Adequacy under Modern Conditions*. London, Routledge & Kegan Paul, 1960.

An investigation of apprenticeship in the engineering, printing and building industries in the Bristol (England) area in the years 1954 to 1956.

14. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Selected Apprenticeship Schedules covering Industrial Plant and Equipment Maintenance Trades*. Washington, GPO, 1960. Pp. 181.

Business

15. BARBER, CLARENCE LYLE. *Inventories and the Business Cycle, with Special Reference to Canada*. Toronto, University of Toronto Press, 1958. Pp. 132.

"Part 1 contains a theoretical analysis of the relation of inventories and inventory fluctuations to the business cycle . . . Part II is a study of inventory fluctuations in Canada over the period from 1918 to 1950 . . ."

16. TOWER, RALPH BURNETT. *A Handbook of Small Business Finance*. 4th ed. Rev. by Staff Members of the Small Business Administration. Washington, Small Business Administration, 1960. Pp. 80.

Contents: Financial Statements. Financial Management. Ratios and Turnover Rates. Banking Relationships. Term Loans, Accounts Receivable, and Inventory Financing. Some Current Sources of Financial Assistance for Small Manufacturers. The Small Business Administration's Lending Program. The Small Business Administration's Investment Program. The Cash Budget.

Economic Conditions

17. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Manual on Economic Development Projects*. New York, United Nations, 1958. Pp. 242.

Prepared by the U.N. Economic Commission for Latin America and the Technical Assistance Administration.

18. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *Cooperation for Economic Progress: Europe, ECE; Asia and the Far*

East, ECAFE; Latin America, ECLA; Africa, ECA. New York, United Nations, 1960. Pp. 58.

"A cumulative account of the activities and achievements of the regional economic commissions from the time of their inception through the end of 1958 and, in some instances, into early 1959."

Education

19. EUROPEAN PRODUCTIVITY AGENCY. TRADE UNION INFORMATION AND RESEARCH SERVICE. *Trade-Union Training in Europe*. Paris, OEEC, 1959. 2 Volumes.

These two volumes examine educational and training activities carried out by unions in Austria, Belgium, Denmark, France, Germany, Great Britain, Greece, Ireland, Italy, Luxembourg, Norway, The Netherlands, Sweden and Switzerland.

20. INVITATIONAL CONFERENCE ON EDUCATIONAL RESEARCH, SASKATOON, 1959. [Proceedings] *Invitational Conference on Educational Research, Saskatoon, September 15 and 16, 1959*. [Toronto] Canadian Education Association [1960?] Pp. 196.

Proceedings published with the co-operation of Imperial Oil Limited. The participants in this conference are engaged professionally in some aspect of educational research. They discussed recent developments and needs in this type of activity. This book consists of a summary of the proceedings; papers on various aspects of educational research in Canada; and, regional reports for the Atlantic Provinces and for each of the other provinces.

21. U.S. OFFICE OF EDUCATION. *Teaching as a Career*, by John B. Whitelaw, Shirley Radcliffe [and] Florence Friedlander. Washington, GPO, 1959. Pp. 34.

22. U.S. OFFICE OF EDUCATION. *Teaching opportunities, 1959 ed.* Washington, GPO, 1959. Pp. 39.

23. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Supervision to improve Instruction in Distributive Education*. Washington, GPO, 1959. Pp. 19.

"... Concerned with supervision of an educational program designed to meet the vocational needs of a person engaged in distribution and marketing."

Electronic Data Processing

24. MCCracken, DANIEL D. *Programming Business Computers*, by Daniel D. McCracken, Harold Weiss and Tsai-hwa Lee. New York, Wiley, 1959. Pp. 510.

Deals with the application of electronic computers to business data processing problems.

25. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Office Automation and White Collar Employment*, by Georgina H. Smith. New Brunswick, N.J., 1959. Pp. 26.

The author points out some changes in staffing and in office routines brought about

by the introduction of electronic data processing systems. With the introduction of these systems there will be less demand for unskilled office workers but more demand for trained technicians to run the machines. If office clerks were trained in the simpler aspects of programming and computer operation this would prevent replacement of staff by the machines and would provide a supply of technicians.

Employment Management

26. AMERICAN MANAGEMENT ASSOCIATION. *Labor Turnover: Calculation and Cost*, by Frederick J. Gaudet. New York, c1960. Pp. 111.

An analysis of what has been written on the calculation of labour turnover and its cost. Chapter titles are: Methods of measuring Labor Turnover. Calculating the Cost of Labor Turnover. Beyond the Statistics: Related Factors in Labor Turnover. Attacking the Labor Turnover Problem.

27. BEER, STAFFORD. *Operational Research and Personnel Management. Part I* by Stafford Beer; *Part II* by R. W. Revans. London, Institute of Personnel Management, c1959. Pp. 25.

"Operational research involves the application of the methods of science to operations—whether military . . . industrial, economic, or of any other kind. It has to consider systems of men and machines, materials and money; it is concerned with the regulation of these systems, with their decision processes, with their operation for maximum profit or minimum wastage or optimum use of resources." The first part discusses how an operational research department works in one firm. The second paper deals with the application of operational research to the problem that some hospitals in Manchester had in retaining nurses. Investigation showed, in this case, "that the hospital that can keep its staff longer can also deal with its patients more quickly."

28. BROOKSHIRE, MARJORIE SHEPHERD. *Absenteeism*. Los Angeles, Institute of Industrial Relations, University of California, c1960. Pp. 75.

Describes the problem of absenteeism and discusses the methods used to deal with it.

29. CROOME, HONOR MINTURN (SCOTT). *Human Problems of Innovation. Based on a Study of Some Scottish Firms* by Tom Burns and G. M. Stalker. London, HMSO, 1960. Pp. 35.

A short account of problems in the management of some Scottish firms developing new electronics products.

Fringe Benefits

30. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Fringe Benefits*. Washington, c1960. Pp. 13.

Based on data submitted by 115 executives. Discusses the cost of providing fringe benefits, fringe benefits versus pay increases, and new and prospective fringe benefits, etc.

31. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Provisions for Income Security in Canadian Manufacturing Industries*. Ottawa, Queen's Printer, 1959. Pp. 27.

The four types of income security plans discussed in this pamphlet are: 1. Reporting pay—"a guarantee of a minimum amount of pay to a worker who reports to work at the usual hour and is informed that there is no work available for him on that day"; 2. Layoff benefits—those paid to a laid-off worker, such as a supplemental unemployment benefit plan; 3. Accident and sickness disability indemnity insurance; and, 4. Guaranteed employment or wages.

Labour Laws and Legislation

32. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day*. December, 1959. Ottawa, Queen's Printer, 1960. Pp. 26.

33. PORTUS, JOHN HEREFORD. *The Development of Australian Trade Union Law*. Carlton, Melbourne University Press, 1959. Pp. 267.

Traces the development of the English background of Australian law, and the development of Australian law and its interpretation. Discusses, among other things, the development of compulsory arbitration, voluntary and compulsory unionism, the registration of trade unions, government control over trade union affairs and penal strike legislation.

34. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards*. Washington, GPO, 1960. Pp. [34].

35. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Report submitted to the Congress in Accordance with the Requirements of Section 4 (d) of the Fair Labor Standards Act, 1959*. Washington, GPO, 1960. Pp. 76.

Consists of three parts. Part 1 is a summary of the Divisions' activities in administering the Act during the fiscal year 1959. Part 2 summarizes 1959 data on employment, wage structures and occupational differentials. Part 3 contains two studies of the effects of minimum wage rates established through industry committee proceedings for industries in Puerto Rico.

Labour Organization

36. B.C. FEDERATION OF LABOUR (CLC). *Proceedings, Fourth Convention, October 5, 6, 7, 8, and 9, 1959, Vancouver, B.C.* Vancouver, 1959. 1 Volume (various pagings).

37. BARBASH, JACK, Ed. *Unions and Unions and Union Leadership: their Human Meaning*. 1st ed. New York, Harper, 1959. Pp. 348.

Discusses such topics as collective bargaining, labour racketeering, industrial disputes, the Negro worker in unions, and government intervention in the labour movement.

38. PUBLIC SERVICES INTERNATIONAL. *The P.S.I. in Italy*. London [1959?] Pp. 23.

Contents: The Trade Union Position in Italy, by Claudio Cruciani. The Problem of Unity of the Italian Trade Union Movement, by Enzo dalla Chiesa. Trade Unionism in the Public Services, by Alberto Ghezzi. Appeal of the PSI to Salaried Employees and Workers in the Public Services of Italy, by Paul Tofahrn, General Secretary of the P.S.I.

39. SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA. CANADIAN DISTRICT. VANCOUVER. INVESTIGATION COMMITTEE. *Report*. Vancouver, 1960. Pp. 8.

The Vancouver Branch of the Canadian District of the Seafarers' International Union of North America set up an Investigation Committee to look into and report to the membership on "acts of violence which, it is charged, are being perpetrated on the Vancouver waterfront."

40. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Guide for reporting your Union Finances. How to complete Labor Organization Financial Report LM-2; Instructions for Unions required to use LY-2 in complying with Sect. 201 (b) of the Labor-Management Reporting and Disclosure Act*. Washington, GPO, 1960. Pp. 27.

"The Labor-Management Reporting and Disclosure Act of 1959 requires every [American] labor organization to file annually with the Secretary of Labor a financial report containing information in such detail as may be necessary accurately to disclose each labour organization's financial condition and operations for its preceding fiscal year." This booklet contains a sample form filled out and an explanation of the meaning of each question asked in the Report.

41. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Clauses: Company Pay for the Time spent on Union Business*. Washington, GPO, 1959. Pp. 46.

"... Deals with provisions in collective bargaining agreements designed to protect... union representatives, when so engaged [as shop stewards or committeemen, etc.], from loss of wage income, or to limit the amount of compensable time available for these activities."

42. U.S. CONGRESS. SENATE. SELECT COMMITTEE ON IMPROPER ACTIVITIES IN THE LABOR MANAGEMENT FIELD. *Final Report... pursuant to S. Res. 44 and 249, 86th Congress*. Washington, GPO, 1960. 4 Volumes.

Covers the activities of the Committee during 1958 and 1959. Some of the topics discussed are secondary boycotts; political campaign contributions by labour and management; James R. Hoffa and the International Brotherhood of Teamsters; the criminal syndicate in the U.S.; the Kohler Strike at Kohler, Wis., involving the Kohler Company and the UAW; and certain aspects of the coin-operated amusement and vending machine industry.

Labour Supply

43. BERTIE, RALPH FREIMUTH. *Manpower and the Schools*. Melbourne, Australian Council for Educational Research, 1956. Pp. 102.

A survey based on replies to a questionnaire on educational and occupational plans which was submitted to Australian school children.

44. U.S. CONGRESS. SENATE. SPECIAL COMMITTEE ON UNEMPLOYMENT PROBLEMS. *Studies in Unemployment*. Prepared for the Special Committee on Unemployment Problems, United States Senate pursuant to S. Res. 196, 86th Congress. Washington, GPO, 1960. Pp. 432.

A study of unemployment conditions and of unemployment as it relates to young people, older workers, women workers, Negroes, automation, labour mobility, etc.

Labouring Classes

45. AFRICAN REGIONAL TRADE UNION CONFERENCE. 1ST, ACCRA, GHANA, 1957. *Report of the First African Regional Trade Union Conference held at Accra, Ghana, 14-19, January, 1957*. Brussels, International Confederation of Free Trade Unions, 1958. Pp. 188.

Conference sponsored by the ICFTU. Delegates and observers from 17 African countries and from other international trade unions and agencies attended this conference. They discussed trade union development in Africa, the economic and social tasks of the trade union movement, and methods for continued co-operation and co-ordination among free African trade unions.

46. CHAMBERLAIN, NEIL W., ed. *A Decade of Industrial Relations Research, 1946-1956*. Editors: Neil W. Chamberlain, Frank C. Pierson [and] Theresa Wolfson. [1st ed.] New York, Harper [1958] Pp. 205.

Contents: Union Government and Union Leadership, by Joel Seidman and Daisy L. Tagliacozzo. Collective Bargaining, by Joseph Shister. Wage Determination in Theory and Practice, by Melvin Reder. The Economic Effects of Unionism, by George H. Hildebrand. Employee Benefit Plans, by Robert Tilove. The Labor Movement Abroad, by Adolf Sturmthal.

47. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor Policy in a Democracy*, by Murray Edelman. Urbana, 1959. Pp. 96-100.

The author says, "In the states we recognize as democratic, labor is permitted to try to organize changes in economic practice and in public policy."

48. INTERNATIONAL WORKINGMEN'S ASSOCIATION. 5th CONGRESS, THE HAGUE, 1872. *The First International: Minutes of the Hague Congress of 1872, with Related Documents*. Edited and translated by Hans Gerth. Madison, University of Wisconsin Press, 1958. Pp. 315.

The International Workingmen's Association was founded in 1864 in London and disbanded in 1876. Among its prominent members were Karl Marx and Frederick Engels. At this Hague Congress Karl Marx succeeded in his attempt to move the headquarters of the General Council of the Association.

49. YOUNG CHRISTIAN WORKERS. CANADA. JEUNESSE OUVRIERE CHRETIENNE. *La jeunesse travailleuse du Canada français; manifeste de la JOC canadienne*. Montreal, 1959. Pp. 68.

Occupations

50. INTER AMERICAN STATISTICAL INSTITUTE. *Occupational Classification for the 1960 Census of America (COTA-1960)* Washington, 1959. Pp. 61.

51. PANT, PITAMBAR. *Occupational Pattern in Manufacturing Industries, India 1956*, by Pitambar Pant and M. Vasudevan. Delhi, Planning Commission, Government of India, 1959. Pp. 448.

Old Age Pensions

52. TILOVE, ROBERT. *Pension Funds and Economic Freedom*. [A Report to the Fund for the Republic. New York, Fund for the Republic, 1959] Pp. 91.

Considers the effect of private pension plans on labour mobility and the possibility of a "concentration of economic power as a result of the acquisition of common stock by self-insured pensions funds."

53. U.S. CIVIL SERVICE COMMISSION. *Your Retirement System; Questions and Answers concerning the Federal Civil Service Retirement Law*. April 1959. Washington, GPO, 1959. Pp. 38.

Older Workers

54. CLARK, SAMUEL DELBERT. *The Employability of the Older Worker, a Review of Research Findings*. Ottawa, Economics and Research Branch, Department of Labour, 1959. Pp. [30].

A summary of research findings in Canada, Great Britain, and the U.S. with comments on these findings.

55. U.S. BUREAU OF LABOR STATISTICS. *Comparative Job Performance by Age: Office Workers*. Washington, GPO, 1960. Pp. 36.

This study comprised six age groups. The survey of about 6,000 workers showed that large proportions of workers in the older age groups exceeded the average performance of the younger age groups; the older workers had a steadier work output, with less variation from week to week, than the younger age groups. The findings of the survey did demonstrate, however, the need for individual evaluation of workers.

Political Parties

56. IRVING, JOHN ALLAN. *The Social Credit Movement in Alberta*. Toronto, University of Toronto Press, 1959. Pp. 369.
"...An analysis of the rise of the Social Credit movement in Alberta during the formative years between 1932 and 1935."

57. LABOUR PARTY (GT. BRIT.). *Report of the 58th Annual Conference held in Blackpool, November 28 and November 29, 1959*. London, 1959. Pp. 215.

58. LYMAN, RICHARD WALL. *The First Labour Government, 1924*. London, Chapman & Hall, 1957. Pp. 302.

The first Labour government took office on January 22, 1924 and resigned on November 4, 1924 after its defeat in the election of October, 1924. The author examines the achievements of the first Labour government and the reasons for its defeat.

Productivity

59. AMERICAN MANAGEMENT ASSOCIATION. *Meeting the Productivity Challenge; the Nature of the Challenge and Some Practical Approaches*. New York, c1960. Pp. 102.

"In this report, informed observers of and participants in the contemporary industrial relations scene discuss the meaning of productivity, how it should be measured, the causes and consequences of featherbedding and other 'anti-productivity' factors, and the effects on our national productivity of current labor relations practices and union policies. Other contributors describe some practical approaches for meeting the productivity challenge through effective political action, organization planning, employee motivation, and college/industry co-operation."

60. BEAUMONT, RICHARD AUSTIN. *Productivity and Policy Decisions*. New York, Industrial Relations Counselors, 1959. Pp. 59.

Studies the relationship between productivity and wages.

61. INTERNATIONAL LABOUR OFFICE. *Raising Productivity, Conclusions of Three International Meetings of Experts*. Geneva, 1959. Pp. 55.

The three meetings whose conclusions are reported were one held in 1951 dealing with systems of payments by result; a second, in 1952, dealing with the raising of productivity in manufacturing industries; and the third, in 1959, which discussed the experience gained from the organization and conduct of national productivity programs in underdeveloped countries.

Social Security

62. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *The Federal Budget and "the General Welfare". We can afford to serve our Human Needs*. Washington, 1959. Pp. 76.

This pamphlet proposes greater Federal grants for education, health purposes, old age pensions, unemployment benefits, and public assistance in the U.S.

63. HOUGHAM, GEORGE M. *Economic Security for the Aged in the United States and Canada; a Summary of the Report by Dr. Robert M. Clark prepared for the Government of Canada and tabled in the House of Commons, March 5, 1959*. Ottawa, Canadian Welfare Council, 1959. Pp. 82.

64. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJOLD). *The Development of National Social Service Programmes; Report by the Group of Experts appointed by the Secretary-General of the United Nations*. New York, United Nations, Dept. of Economic and Social Affairs, 1959 [i.e. 1960] Pp. 70.

Contains the Report by the Group of Experts on Social Services; the observations of the Secretary-General on the report; and a Resolution on this topic of the U.N. Economic and Social Council.

65. U.S. BUREAU OF PUBLIC ASSISTANCE. *Characteristics of State Public Assistance Plans under the Social Security Act: Old-Age Assistance, Aid to the Blind, Aid to Dependent Children, Aid to Permanently and Totally Disabled*. Washington, GPO, 1959 [i.e. 1960] 1 Volume (unpaged).

Wages and Hours

66. BULLOCK, PAUL. *Standards of Wage Determination*. Los Angeles, Institute of Industrial Relations, University of California [c1960] Pp. 99.

Describes and analyzes the standards applied by employers, unions, and arbitrators in fixing wages. Contents: Comparisons. Cost of Living. Ability to pay. Productivity. Family Budgets. Purchasing Power. Technical and Miscellaneous Factors.

67. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Wage Policies in an Inflationary Period*. Washington, 1960. Pp. 13.

Contents: Use of Wage "Patterns". Maintaining Supervisors' Pay Advantage. White-Collar Pay. Offsetting General Increases by raising Performance Standards. Wage Escalation. Deferred Increases. General Increases: Pros & Cons. Unit v. Average Labor Cost. Breaking the Wage-Cost Spiral. The Wage-Boss Price-Increase Relationship.

68. CANADA. BUREAU OF STATISTICS. *Labour Income, 1926-58*. Ottawa, Queen's Printer, 1960. Pp. 45.

"...Presents... a complete record of annual estimates of labour income from 1926, along with monthly figures from 1947." The definition of labour income given here is "the total of wage, salary, and supplementary labour payments made to, or on behalf of, residents of Canada, excluding military pay and allowances."

69. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Salary Rates, Days and Hours of Work, and Pension Plans in Selected Hospitals, August 1958*. Ottawa, 1959. Pp. 62.

70. GOTTLIEB, E. M. *Overtime Compensation for Exempt Employees*. New York, American Management Association, c1960. Pp. 39.

Based on an AMA survey conducted to determine in what circumstances, and to what extent, industry voluntarily grants overtime compensation to exempt employees, such as supervisors, managers, or salaried professional employees.

71. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1959 and Trend 1929-59*. Washington, GPO, 1960. Pp. 10.

Information is based on union scales in effect on July 1, 1959, and covers about 65,000 local-transit operating employees in 52 cities with populations of 100,000 or over.

Miscellaneous

72. INSTITUTE ON THE ROLES OF PSYCHOLOGY AND PSYCHOLOGISTS IN REHABILITATION, PRINCETON, N.J., 1958. *Psychology and Rehabilitation; the Proceedings*. Edited by Beatrice A. Wright. Washington, American Psychological Association, 1959. Pp. 146.

73. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Use of Service Charges in Local Government; a Monograph on the Prevalence and Value of Nontax Revenue*, by Gerald J. Boyle. New York, 1960. Pp. 56.

"A service charge is a payment made by an individual to the government in return for a specific service." Service charges could include such things as the use of municipal hospitals, garbage collection, street cleaning and snow removal, use of public buildings by private groups, etc. This pamphlet describes the types of service charges, how they are used, their relationship to revenue, debt, and expenditure, and their effect in bringing in revenue.

74. SHACKLE, GEORGE LENNOX SHARMAN, Ed. *A New Prospect of Economics; an Introductory Textbook by Members of the Staff of the Dept. of Economics in the University of Liverpool*. Chairman of the Group: Francis E. Hyde. Liverpool, Liverpool University Press, 1958. Pp. 498.

Designed as a textbook for first and second year university students. Contents: Scope, Method and Tools. Theory of Value and Dis-

tribution. Theory of Economic Growth. Theory and Organization of Money. Theory of Employment. Map of the Economic Flows. Market Practices. International Trade. The Government as Economic Agent. Sources of Facts. Summing-up and Further Perspective.

75. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1960. Toronto, 1960. Pp. 78.

Partial Contents: The Uranium Industry, by Miss R. R. McIlroy. Canadian Labour and Political Action, by D. M. Fisher. The Problems and Prospects of the Canadian Sales Finance Industry, by Douglas G. Hartle. Accuracy and Approximation in Accounting, by S. G. Hennessey. An Introduction to Input-Output Analysis, by H. A. John Green. Some Fundamentals of Data Processing, by J. E. Sands.

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77. U.S. BUREAU OF EMPLOYMENT SECURITY. *Newspapers and Commercial Printing*. Washington, 1959. Pp. 15.

A survey of employment in large newspaper and commercial printing plants between July 1958 and July 1959.

78. U.S. BUREAU OF LABOR STANDARDS. *Safety in Industry; Control of the Physical Environment*. Washington, GPO, 1960. Pp. 13.

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79. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor*, 1960. Washington, GPO, 1959. Pp. 40.

Briefly outlines the functions of the various bureaus and divisions of the U.S. Department of Labor.

80. VICKERS, (SIR) GEOFFREY. *The Undirected Society; Essays on the Human Implications of Industrialization in Canada*. Toronto, University of Toronto Press, c1959. Pp. 162.

Consists of addresses or pre-circulated papers to the Round Table on Man and Industry, sponsored by the School of Social Work of the University of Toronto, and held at the University between 1956 and 1958.

Labour Conditions in Government Contracts

(Continued from page 733)

Terminal Bldg, International Airport; R V Coombs Construction Ltd, construction of UHF/VHF transmitter receiver bldg, International Airport *Lethbridge Alta*: McCormick Electric Ltd, installation of airport lighting facilities. *Peace River Alta*: Poole Engineering (1958) Ltd, additional development of airport. *Digby Island B C*: Saltspring Contracting Ltd, construction of overhead power line & power distribution, Prince Rupert Airport. *Sidney B C*: Hume & Rumble Ltd, installation of medium intensity lighting on runways 02-20 & 13-31, Victoria International Airport. *Williams Lake B C*: F B Stewart & Co Ltd, construction of airport lighting facilities; C J Oliver Ltd, construction of air terminal bldg & related work. *Dawson Y T*: Proctor Construction Co Ltd, additional development at airport. *Yellowknife N W T*: McCormick Electric Ltd, construction of low intensity approach lighting system on approach No 26, Airport.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-4—Labour Force.....	742
Table B-1—Labour Income.....	744
Tables C-1 to C-6—Employment, Hours and Earnings.....	745
Tables D-1 to D-5—Employment Service Statistics.....	751
Tables E-1 to E-4—Unemployment Insurance.....	757
Tables F-1 and F-2—Prices.....	760
Tables G-1 to G-4—Strikes and Lockouts.....	761
Tables H-1 and H-2—Industrial Accidents.....	764

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 23, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,259	109	433	1,750	2,338	1,070	559
Agricultural.....	651	*	52	126	173	269	29
Non-Agricultural.....	5,608	107	381	1,624	2,165	801	530
Males.....	4,682	89	336	1,325	1,694	811	427
Agricultural.....	617	*	51	122	161	254	27
Non-Agricultural.....	4,065	87	285	1,203	1,533	557	400
Females.....	1,577	20	97	425	644	259	132
Agricultural.....	34	*	*	*	12	15	*
Non-Agricultural.....	1,543	20	96	421	632	244	130
All Ages.....	6,259	109	433	1,750	2,338	1,070	559
14—19 years.....	569	11	44	199	189	92	34
20—24 years.....	785	20	58	253	261	132	61
25—44 years.....	2,891	51	177	806	1,102	483	272
45—64 years.....	1,791	25	134	446	693	320	173
65 years and over.....	223	*	20	46	93	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,742	76	383	1,536	2,212	1,018	517
Males.....	4,218	56	288	1,131	1,586	765	392
Females.....	1,524	20	95	405	626	253	125
Agricultural.....	641	*	51	122	171	267	28
Non-Agricultural.....	5,101	74	332	1,414	2,041	751	489
Paid Workers.....	4,673	63	295	1,271	1,902	700	442
Males.....	3,267	45	208	901	1,316	471	326
Females.....	1,406	18	87	370	586	229	116
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	517	33 ⁽¹⁾	50	214	126	52	42
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,476	165	475	1,572	1,790	940	534
Males.....	1,166	55	110	315	344	213	129
Females.....	4,310	110	365	1,257	1,446	727	405

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 23, 1960		Week Ended March 19, 1960		Week Ended April 18, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	547	523	595	573	478	455
Without Jobs.....	517	494	566	545	445	425
Under 1 month.....	90	—	90	—	70	—
1—3 months.....	174	—	244	—	135	—
4—6 months.....	191	—	181	—	156	—
7—12 months.....	43	—	32	—	59	—
13—18 months.....	*	—	*	—	12	—
19—and over.....	12	—	13	—	13	—
Worked.....	30	29	29	28	33	30
1—14 hours.....	*	*	*	*	11	10
15—34 hours.....	21	21	20	19	22	20

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1959 First Quarter.....	330	3,707	9,318	1,809	1,791	16,955	7,861
1960 First Quarter.....	383	3,882	8,809	1,840	1,685	16,599	8,098

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1959 First Quarter.....	1,157	622	123	316	1,695	595	42	1,404	2,051	51	8,056
1960 First Quarter.....	1,318	642	175	353	1,453	816	119	1,585	1,586	40	8,087

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manufacturing	Transportation, Storage and Communication ²	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—April....	44.9	409.2	140.2							1,427.2
May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7							1,527.4
July.....	47.2	419.0	152.9							1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8							1,549.6
Oct.....	47.0	434.0	150.7							1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5							1,482.1
1960—Jan.....	46.0	418.8	140.3							1,458.7
Feb.....	46.7	418.8	141.3	73.4*	296.5*	74.7*	634.7*	1,243.3*	204.4	1,461.1
March*	46.7	421.2	138.7							1,462.6
April†....	44.7	422.9	145.0							1,486.9

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at April, 1960 employers in the principal non-agricultural industries reported a total employment of 2,664,997. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	113.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March*.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April†.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
Provinces				\$	\$	\$
Newfoundland.....	105.2	108.9	106.4	66.92	67.82	64.65
Prince Edward Island.....	114.6	109.0	104.4	52.98	55.17	54.88
Nova Scotia.....	92.9	93.8	87.9	63.00	63.14	59.75
New Brunswick.....	96.0	101.0	96.3	63.44	63.05	61.14
Quebec.....	112.2	113.0	110.9	72.83	72.54	69.60
Ontario.....	116.9	117.1	116.9	78.00	77.94	75.39
Manitoba.....	104.9	105.4	105.9	70.71	71.14	68.92
Saskatchewan.....	115.6	116.2	119.5	71.37	71.04	69.04
Alberta (including Northwest Territories).....	145.8	146.4	145.9	77.37	77.76	75.27
British Columbia (including Yukon).....	112.8	111.2	112.2	82.12	82.64	78.70
Canada.....	114.2	114.6	113.7	75.40	75.35	72.60
Urban Areas						
St. John's.....	113.9	117.2	118.9	55.35	54.81	53.22
Sydney.....	91.4	91.3	68.8	76.81	75.71	73.36
Halifax.....	118.6	119.9	118.8	62.51	61.82	59.32
Moncton.....	91.5	91.8	91.6	59.48	59.16	57.90
Saint John.....	108.5	111.1	110.2	62.11	61.22	56.51
Chicoutimi—Jonquiere.....	109.9	110.6	100.5	88.91	87.70	86.99
Quebec.....	106.3	105.9	106.7	63.74	63.05	60.30
Sherbrooke.....	98.0	97.7	99.1	62.99	62.34	57.81
Shawinigan Falls.....	102.5	104.2	94.3	80.91	81.98	77.81
Three Rivers.....	109.0	109.6	108.2	68.29	68.60	65.86
Drummondville.....	74.8	75.4	76.8	60.95	61.77	60.48
Montreal.....	120.1	119.6	119.2	74.12	74.04	70.48
Ottawa—Hull.....	118.7	119.0	118.8	69.47	69.49	66.56
Kingston.....	108.0	107.7	107.6	72.77	72.57	69.65
Peterborough.....	96.5	96.5	99.3	83.38	84.07	80.84
Oshawa.....	184.7	187.2	179.1	86.49	86.59	83.52
Toronto.....	127.8	127.6	127.7	78.28	77.81	75.69
Hamilton.....	112.1	111.4	107.3	83.90	83.38	80.45
St. Catharines.....	109.5	111.9	109.4	85.45	85.04	82.51
Niagara Falls.....	93.1	93.0	93.7	79.31	79.69	78.62
Brantford.....	83.2	84.5	92.1	71.68	70.66	69.72
Guelph.....	122.3	121.8	123.2	69.66	69.70	67.57
Galt.....	115.1	114.6	109.4	68.74	67.77	65.79
Kitchener.....	120.1	120.0	115.9	70.90	70.38	68.52
Sudbury.....	141.8	141.3	133.4	89.12	89.40	91.41
Timmins.....	92.6	92.5	91.4	69.49	68.39	66.59
London.....	121.6	121.1	120.7	71.07	70.72	68.45
Sarnia.....	119.8	120.5	102.2	97.30	95.67	93.29
Windsor.....	78.2	78.9	79.1	86.25	85.06	82.35
Sault Ste. Marie.....	147.1	145.3	133.7	93.97	96.21	90.49
Ft. William—Pt. Arthur.....	96.9	95.6	104.6	74.37	75.34	72.31
Winnipeg.....	106.4	106.7	106.8	67.81	68.00	65.99
Regina.....	123.0	122.3	127.0	68.26	69.11	66.08
Saskatoon.....	126.2	127.7	125.2	67.26	65.84	65.15
Edmonton.....	174.9	175.4	174.8	72.20	71.65	70.72
Calgary.....	162.5	162.0	159.7	72.16	72.51	69.98
Vancouver.....	113.7	113.2	114.3	80.61	80.94	77.71
Victoria.....	110.6	108.0	114.7	74.84	74.59	70.55

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
Mining.....	121.8	123.1	118.4	94.32	94.20	91.65
Metal mining.....	138.5	138.9	138.4	95.82	95.36	93.43
Gold.....	72.6	72.7	72.0	76.44	76.07	73.95
Other metal.....	199.8	200.6	200.4	102.38	101.87	99.96
Fuels.....	97.2	99.3	87.6	95.34	96.16	92.18
Coal.....	49.6	49.7	37.9	73.29	71.94	63.06
Oil and natural gas.....	302.1	312.7	283.2	110.94	112.74	107.50
Non-metal.....	118.1	112.8	119.1	83.95	82.73	81.14
Manufacturing.....	108.9	108.9	108.4	78.06	77.68	75.22
Durable goods.....	115.0	114.6	113.3	83.78	83.38	80.73
Non-durable goods.....	103.7	104.0	104.2	72.70	72.38	70.11
Food and beverages.....	103.3	103.2	102.8	70.46	70.38	68.87
Meat products.....	130.0	131.0	129.5	78.75	77.17	79.53
Canned and preserved fruits and vegetables.....	70.8	70.7	69.8	67.18	68.00	63.78
Grain mill products.....	100.8	100.5	102.2	74.34	74.91	70.82
Bread and other bakery products.....	108.5	107.7	107.9	65.79	65.65	65.70
Distilled and malt liquors.....	97.4	97.5	99.3	91.89	91.95	88.24
Tobacco and tobacco products.....	89.2	106.9	111.9	71.76	68.30	64.23
Rubber products.....	105.0	105.0	103.5	79.71	80.34	78.80
Leather products.....	84.7	85.8	89.0	52.43	53.08	50.32
Boots and shoes (except rubber).....	92.2	93.4	96.3	50.05	50.81	47.41
Textile products (except clothing).....	78.0	77.0	79.2	62.26	62.19	59.94
Cotton yarn and broad woven goods.....	70.4	66.0	76.8	59.05	59.19	56.21
Woolen goods.....	62.0	61.8	56.4	58.18	57.78	57.20
Synthetic textiles and silk.....	84.6	84.9	81.4	68.60	68.49	65.87
Clothing (textile and fur).....	91.0	92.2	94.4	49.18	49.06	47.31
Men's clothing.....	90.5	92.0	95.0	48.24	47.60	46.93
Women's clothing.....	98.8	100.0	103.4	50.61	51.48	49.28
Knit goods.....	73.2	74.8	79.4	49.61	48.05	45.65
Wood products.....	102.1	101.5	101.8	67.31	67.72	63.96
Saw and planing mills.....	103.4	103.1	102.9	69.79	70.36	66.10
Furniture.....	109.6	109.0	109.6	64.39	64.08	61.47
Other wood products.....	81.8	80.0	81.7	50.92	61.06	57.61
Paper products.....	119.8	119.8	118.6	89.89	90.19	86.68
Pulp and paper mills.....	120.0	120.7	118.8	96.68	96.95	93.05
Other paper products.....	119.6	117.6	118.1	72.99	72.99	70.53
Printing, publishing and allied industries.....	123.4	122.3	119.9	85.43	84.33	81.64
Iron and steel products.....	108.9	109.1	106.3	88.21	88.02	85.03
Agriculture implements.....	148.8	150.7	158.3	87.73	87.43	85.70
Fabricated and structural steel.....	101.8	103.0	96.3	79.56	78.39	76.81
Hardware and tools.....	100.2	99.9	101.1	76.20	75.13	72.13
Heating and cooking appliances.....	94.8	97.1	98.0	83.56	84.74	80.42
Iron castings.....	119.0	117.9	111.8	85.13	84.37	81.21
Machinery industrial.....	126.0	125.4	112.7	100.31	100.97	98.72
Primary iron and steel.....	104.1	102.5	105.5	86.62	85.72	83.03
Sheet metal products.....	119.3	120.1	116.9	89.92	90.37	86.49
Wire and wire products.....	113.6	112.8	114.7	88.15	86.33	84.73
Transportation equipment.....	240.0	239.3	259.7	93.50	91.90	89.59
Aircraft and parts.....	117.7	118.2	112.4	95.53	92.80	91.56
Motor vehicles.....	110.6	114.9	113.7	87.28	85.20	83.15
Motor vehicles parts and accessories.....	63.6	61.4	66.2	78.93	79.29	78.62
Railroad and rolling stock equipment.....	140.3	134.6	135.4	82.32	78.78	78.35
Shipbuilding and repairing.....	129.2	127.8	122.3	88.20	88.84	87.05
Non-ferrous metal products.....	140.1	135.9	129.3	83.93	84.21	82.85
Aluminum products.....	105.8	104.6	111.2	83.04	84.12	79.26
Brass and copper products.....	150.8	149.7	135.6	96.20	96.71	97.17
Smelting and refining.....	135.9	135.9	132.1	84.14	83.61	80.27
Electrical apparatus and supplies.....	109.2	109.9	110.0	90.59	90.04	87.40
Heavy electrical machinery.....	214.9	212.9	204.2	81.62	81.02	77.63
Telecommunication equipment.....	134.3	133.6	133.7	79.88	80.01	78.54
Non-metallic mineral products.....	91.5	89.6	99.6	75.08	75.47	71.52
Clay products.....	148.7	146.4	140.7	76.89	77.30	77.57
Glass and glass products.....	132.7	133.0	138.5	114.84	111.84	112.50
Products of petroleum and coal.....	134.6	135.1	141.0	115.80	112.64	113.42
Petroleum refining.....	131.1	130.6	125.2	89.77	89.49	85.85
Chemical products.....	119.5	120.0	119.3	79.55	78.84	75.69
Medicinal and pharmaceutical preparations.....	147.8	148.3	140.8	100.88	101.33	99.33
Acids, alkalis and salts.....	128.5	127.6	123.8	69.55	68.74	66.15
Miscellaneous manufacturing industries.....	101.7	101.9	107.1	80.55	80.13	73.11
Construction.....	101.6	102.8	107.9	88.04	86.56	78.34
Building and general engineering.....	102.0	100.4	106.0	68.36	69.37	64.53
Highways, bridges and streets.....	130.1	129.7	125.3	79.59	79.69	76.62
Electric and motor transportation.....	137.9	137.6	132.6	52.68	52.62	50.01
Service.....	124.3	124.2	121.1	40.97	41.43	39.78
Hotels and restaurants.....	111.6	110.2	112.7	45.91	45.62	44.41
Laundries and dry cleaning plants.....	114.2	114.6	113.7	75.40	75.35	72.60
Industrial composite.....						

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	March 1960	February 1960	March 1959	March 1960	February 1960	March 1959
				\$	\$	\$
Newfoundland.....	39.1	40.6	40.5	1.67	1.61	1.62
Nova Scotia.....	40.9	41.4	41.0	1.60	1.59	1.61
New Brunswick.....	41.8	41.4	40.3	1.58	1.56	1.51
Quebec.....	41.6	41.5	40.8	1.59	1.58	1.53
Ontario.....	40.3	40.0	40.4	1.87	1.87	1.81
Manitoba.....	39.7	40.0	40.1	1.66	1.66	1.63
Saskatchewan.....	39.1	38.6	39.9	1.90	1.89	1.87
Alberta ⁽¹⁾	39.4	39.5	40.1	1.87	1.86	1.83
British Columbia ⁽²⁾	37.8	38.4	38.0	2.15	2.14	2.06

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959	Mar. 1960	Feb. 1960	Mar. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.2	42.1	41.7	2.09	2.09	2.05	88.04	87.90	85.61
Metal mining.....	42.3	42.0	42.3	2.16	2.16	2.11	91.30	90.75	89.47
Gold.....	43.3	43.0	43.1	1.65	1.65	1.60	71.33	70.81	69.02
Other metal.....	41.9	41.7	42.1	2.36	2.35	2.30	98.63	98.05	96.85
Fuels.....	41.9	42.6	38.9	1.97	1.98	1.96	82.45	84.27	76.28
Coal.....	40.9	39.9	35.4	1.75	1.75	1.70	71.65	69.81	60.06
Oil and natural gas.....	43.3	46.4	43.1	2.27	2.25	2.20	98.41	104.54	94.91
Non-metal.....	42.4	41.6	42.3	1.90	1.89	1.84	80.45	78.57	78.00
Manufacturing	40.5	40.4	40.3	1.78	1.77	1.72	71.95	71.49	69.40
Durable goods.....	40.7	40.5	40.5	1.93	1.93	1.86	78.58	78.05	75.65
Non-durable goods.....	40.3	40.3	40.1	1.62	1.62	1.58	65.41	65.08	63.25
Food and beverages.....	40.2	40.3	40.7	1.60	1.59	1.56	64.14	64.12	63.54
Meat products.....	40.2	39.2	41.7	1.84	1.84	1.82	74.20	72.37	76.10
Canned and preserved fruits and vegetables.....	39.1	39.6	38.4	1.47	1.47	1.41	57.37	58.12	54.12
Grain mill products.....	40.7	40.9	40.9	1.69	1.68	1.62	68.56	68.87	66.11
Bread and other bakery products.....	41.9	41.8	43.1	1.42	1.42	1.41	59.63	59.37	60.85
Distilled liquors.....	38.5	39.4	39.3	2.00	1.97	1.88	77.20	77.57	74.06
Malt liquors.....	38.5	39.0	39.6	2.22	2.23	2.12	85.64	86.81	84.11
Tobacco and tobacco products.....	38.7	40.5	37.2	1.70	1.59	1.56	65.82	64.28	58.09
Rubber products.....	40.5	40.9	41.3	1.83	1.82	1.78	74.00	74.66	73.62
Leather products.....	39.7	40.5	39.6	1.20	1.19	1.16	47.62	48.34	46.14
Boots and shoes (except rubber).....	39.6	40.7	39.2	1.15	1.15	1.12	45.68	46.79	43.73
Other leather products.....	40.0	40.1	40.8	1.30	1.30	1.27	52.11	51.94	51.81
Textile products (except clothing).....	42.1	42.0	41.7	1.33	1.33	1.29	56.12	55.75	53.70
Cotton yarn and broad woven goods.....	40.7	40.4	40.7	1.35	1.34	1.27	54.95	54.38	51.76
Woollen goods.....	42.8	42.4	43.2	1.24	1.24	1.20	53.13	52.58	52.03
Synthetic textiles and silk.....	43.7	43.7	42.3	1.41	1.40	1.38	61.60	61.31	58.50
Clothing (textile and fur).....	38.6	38.6	38.1	1.14	1.14	1.11	44.01	43.98	42.34
Men's clothing.....	38.5	37.9	38.2	1.15	1.15	1.13	44.26	43.55	43.16
Women's clothing.....	36.8	37.6	37.3	1.22	1.22	1.17	44.86	46.07	43.54
Knit goods.....	40.8	40.6	39.4	1.06	1.06	1.04	43.34	42.97	41.11
*Wood products.....	40.9	41.2	40.4	1.57	1.56	1.50	64.06	64.37	60.78
Saw and planing mills.....	40.2	40.7	39.7	1.68	1.67	1.61	67.52	68.08	63.88
Furniture.....	41.9	41.8	41.7	1.42	1.42	1.36	59.52	59.23	56.91
Other wood products.....	42.2	42.4	41.6	1.32	1.32	1.28	55.62	55.80	52.70
Paper products.....	41.0	41.1	40.6	1.04	2.04	1.98	83.63	84.02	80.45
Pulp and paper mills.....	41.2	41.4	40.6	2.19	2.18	2.13	90.07	90.46	86.51
Other paper products.....	40.3	40.4	40.4	1.63	1.63	1.56	65.82	65.75	63.24
Printing, publishing and allied industries.....	39.6	39.0	39.6	2.17	2.14	2.07	85.86	83.56	81.90
*Iron and steel products	40.7	40.7	40.5	2.06	2.06	1.99	83.93	83.78	80.74
Agricultural implements.....	39.9	40.0	41.5	2.07	2.08	2.02	82.37	82.97	84.05
Fabricated and structural steel.....	40.3	40.0	40.6	2.03	2.01	1.92	82.09	80.57	77.98
Hardware and tools.....	41.9	41.3	41.3	1.77	1.76	1.71	74.06	72.54	70.89
Heating and cooking appliances.....	40.3	40.0	39.4	1.77	1.75	1.70	71.13	69.98	67.06
Iron castings.....	40.5	41.1	40.3	1.97	1.98	1.90	79.74	81.28	76.58
Machinery, industrial.....	41.7	41.5	40.5	1.91	1.90	1.85	79.66	79.03	74.89
Primary iron and steel.....	40.2	40.4	40.2	2.40	2.41	2.36	96.67	97.13	95.16
Sheet metal products.....	40.5	40.4	40.5	2.01	2.00	1.93	81.59	80.54	78.13
*Transportation equipment	40.7	39.7	40.5	2.04	2.03	1.96	82.80	80.68	79.42
Aircraft and parts.....	42.7	41.7	41.3	2.02	2.00	1.96	86.19	83.50	80.75
Motor vehicles.....	40.1	38.2	39.9	2.23	2.24	2.13	89.56	85.64	84.82
Motor vehicle parts and accessories.....	40.7	39.8	40.6	2.02	2.02	1.94	82.32	80.30	78.56
Railroad and rolling stock equipment.....	39.3	39.4	40.4	1.94	1.95	1.90	76.48	76.91	76.73
Shipbuilding and repairing.....	40.7	39.8	40.4	1.96	1.94	1.90	79.74	76.87	76.73
*Non-ferrous metal products	40.5	40.7	40.2	2.05	2.05	2.04	82.86	83.32	81.88
Aluminum products.....	41.4	41.4	40.8	1.79	1.80	1.73	74.31	74.61	70.60
Brass and copper products.....	40.1	40.6	40.2	1.93	1.93	1.86	77.47	78.30	74.80
Smelting and refining.....	40.3	40.6	40.1	2.26	2.25	2.30	90.81	91.45	92.29
*Electrical apparatus and supplies	40.4	40.3	40.0	1.84	1.82	1.76	74.27	73.49	70.42
Heavy electrical machinery and equipment.....	40.1	39.9	39.9	2.03	2.03	1.97	81.50	80.85	78.72
Telecommunication equipment.....	40.3	40.1	39.6	1.64	1.64	1.59	66.26	65.88	63.02
Refrigerators, vacuum cleaners and appliances.....	40.1	39.0	40.2	1.88	1.86	1.77	75.52	72.54	71.27
Wire and cable.....	41.2	41.3	40.6	2.02	2.00	1.91	82.96	82.57	77.61
Miscellaneous electrical products.....	40.8	41.0	40.0	1.75	1.73	1.66	71.64	71.12	66.24
*Non-metallic mineral products	41.9	41.6	42.6	1.78	1.79	1.74	74.51	74.51	74.27
Clay products.....	41.6	41.3	41.0	1.67	1.66	1.61	69.68	68.77	65.88
Glass and glass products.....	41.5	41.3	43.3	1.75	1.77	1.73	72.59	72.94	74.88
Products of petroleum and coal.....	40.9	40.6	41.6	2.49	2.43	2.46	101.82	98.59	102.53
Chemical products.....	40.7	40.4	40.8	1.94	1.94	1.86	78.96	78.41	75.67
Medicinal and pharmaceutical preparations.....	40.2	39.2	40.2	1.49	1.48	1.43	59.83	58.15	57.46
Acids, alkalis and salts.....	40.6	40.7	41.6	2.24	2.25	2.20	90.86	91.65	91.57
Miscellaneous manufacturing industries.....	41.6	41.1	40.5	1.46	1.45	1.41	60.64	59.58	57.31
Construction	39.8	40.0	37.7	1.96	1.95	1.83	78.11	77.83	69.01
Building and general engineering.....	40.0	39.7	37.4	2.12	2.10	1.97	84.69	83.40	73.75
Highways, bridges and streets.....	39.5	40.5	38.4	1.66	1.65	1.56	65.58	66.86	60.09
Electric and motor transportation.....	43.4	43.6	44.2	1.81	1.81	1.73	78.72	79.16	76.43
Service	38.9	39.1	39.3	1.03	1.03	1.00	39.59	40.37	39.13
Hotels and restaurants.....	38.8	39.2	39.0	1.00	1.01	0.98	39.01	39.73	38.24
Laundries and dry cleaning plants.....	39.9	39.5	40.9	0.98	0.97	0.96	39.16	38.53	39.42

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1959 April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March ⁽¹⁾	40.5	1.78	71.95	172.4	126.9	135.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
June 1, 1958.....	15,172	14,677	29,849	444,584	156,584	601,168
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960 ⁽¹⁾	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960 ⁽¹⁾	21,772	17,210	38,982	389,576	152,848	542,424

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 29, 1960⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 31, 1960	April 30, 1959
Agriculture, Fishing, Trapping	1,045	206	1,251	+ 384	— 29
Forestry	2,097	16	2,113	+ 1,914	+ 614
Mining, Quarrying and Oil Wells	1,237	55	1,292	+ 746	+ 100
Metal Mining.....	641	27	668	+	126
Fuels.....	452	16	468	+	184
Non-Metal Mining.....	25	1	26	+	22
Quarrying, Clay and Sand Pits.....	17	.....	17	+	3
Prospecting.....	102	11	113	+	61
Manufacturing	3,427	1,858	5,285	+ 951	— 848
Foods and Beverages.....	378	365	743	+	34
Tobacco and Tobacco Products.....	6	6	12	+	10
Rubber Products.....	21	12	33	0	42
Leather Products.....	50	70	120	—	90
Textile Products (except clothing).....	99	112	211	+	1
Clothing (textile and fur).....	90	573	663	+	285
Wood Products.....	401	52	453	+	102
Paper Products.....	147	44	191	+	60
Printing, Publishing and Allied Industries.....	126	63	189	—	53
Iron and Steel Products.....	576	127	703	+	59
Transportation Equipment.....	433	43	476	+	191
Non-Ferrous Metal Products.....	307	55	362	+	132
Electrical Apparatus and Supplies.....	277	116	393	+	10
Non-Metallic Mineral Products.....	84	26	110	—	115
Products of Petroleum and Coal.....	40	8	48	+	13
Chemical Products.....	287	116	403	+	119
Miscellaneous Manufacturing Industries.....	105	70	175	—	36
Construction	1,558	81	1,639	+ 700	— 139
General Contractors.....	1,116	47	1,163	+	83
Special Trade Contractors.....	442	34	476	+	56
Transportation, Storage and Communication	1,584	290	1,874	+ 303	+ 461
Transportation.....	1,345	114	1,459	+	354
Storage.....	17	7	24	—	59
Communication.....	222	169	391	+	166
Public Utility Operation	113	39	152	+ 80	+ 6
Trade	2,455	2,290	4,745	+ 1,210	— 57
Wholesale.....	969	509	1,478	+	120
Retail.....	1,486	1,781	3,267	+	177
Finance, Insurance and Real Estate	512	884	1,396	+ 145	— 126
Service	3,824	9,625	13,449	+ 4,430	+ 176
Community or Public Service.....	631	2,295	2,926	+	296
Government Service.....	1,764	530	2,294	+	209
Recreation Service.....	211	89	300	+	71
Business Service.....	488	405	893	+	20
Personal Service.....	730	6,306	7,036	+	380
GRAND TOTAL	17,852	15,344	33,196	+ 10,863	+ 158

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 28, 1960⁽¹⁾

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,676	1,855	4,531	9,066	2,461	11,527
Clerical Workers.....	953	3,417	4,370	20,716	55,118	75,834
Sales Workers.....	1,145	961	2,106	8,799	21,338	30,137
Personal and Domestic Service Workers..	1,161	6,641	7,802	44,199	30,677	74,876
Seamen.....	5	.....	5	3,265	16	3,281
Agriculture, Fishing, Forestry (Ex. log.)..	1,266	93	1,359	5,822	718	6,540
Skilled and Semiskilled Workers.....	5,722	989	6,711	292,241	29,108	321,349
Food and kindred products (incl. tobacco).....	69	13	82	2,206	1,046	3,252
Textiles, clothing, etc.....	70	623	693	4,470	17,397	21,867
Lumber and lumber products.....	1,701	.....	1,701	50,042	220	50,262
Pulp, paper (incl. printing).....	56	13	69	1,479	676	2,155
Leather and leather products.....	37	38	75	2,063	1,834	3,897
Stone, clay and glass products.....	11	.....	11	953	72	1,025
Metalworking.....	525	29	554	22,057	1,364	23,421
Electrical.....	127	21	148	4,811	1,616	6,427
Transportation equipment.....	.....	1	1	1,082	54	1,136
Mining.....	297	.....	297	3,434	.....	3,434
Construction.....	704	.....	704	84,967	18	84,985
Transportation (except seamen).....	490	16	506	55,788	190	55,978
Communications and public utility.....	67	.....	67	1,618	4	1,622
Trade and service.....	190	200	390	6,962	2,715	9,677
Other skilled and semiskilled.....	1,182	27	1,209	33,719	1,471	35,190
Foremen.....	129	8	137	6,252	416	6,668
Apprentices.....	67	.....	67	10,338	15	10,353
Unskilled Workers.....	2,985	531	3,516	197,450	35,438	232,888
Food and tobacco.....	113	252	365	7,962	10,444	18,406
Lumber and lumber products.....	211	6	217	27,517	548	28,065
Metalworking.....	226	9	235	7,837	1,021	8,858
Construction.....	1,278	.....	1,278	105,200	4	105,204
Other unskilled workers.....	1,157	264	1,421	48,934	23,421	72,355
GRAND TOTAL.....	15,913	14,487	30,400	581,558	174,874	756,432

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Newfoundland	277	298	636	26,946	30,324	24,531
Corner Brook.....	37	48	18	5,820	6,416	5,826
Grand Falls.....	18	6	.....	3,182	3,159	2,821
St. John's.....	222	244	618	17,944	20,749	15,884
Prince Edward Island	435	124	217	5,180	6,309	4,676
Charlottetown.....	120	105	109	3,206	4,005	2,789
Summerside.....	315	19	108	1,974	2,304	1,887
Nova Scotia	826	603	866	33,324	38,796	31,080
Amherst.....	30	21	13	1,476	1,640	1,257
Bridgewater.....	42	22	38	2,118	2,844	1,872
Halifax.....	402	342	514	7,108	7,261	6,041
Inverness.....	.....	.....	.....	1,408	1,595	1,243
Kentville.....	184	106	76	3,706	4,537	3,352
Liverpool.....	17	9	9	890	1,067	773
New Glasgow.....	64	35	50	4,247	5,160	4,075
Springhill.....	.....	2	.....	1,391	1,536	1,610
Sydney.....	37	13	59	5,562	6,556	6,104
Truro.....	20	18	46	2,296	2,567	2,027
Yarmouth.....	30	35	61	3,122	4,033	2,726
New Brunswick	1,483	793	729	37,869	40,678	36,286
Bathurst.....	13	12	3	5,322	6,450	5,340
Campbellton.....	30	8	45	3,514	3,611	3,297
Edmundston.....	287	33	2	3,167	3,543	3,001
Fredericton.....	169	90	122	3,187	3,265	2,835
Minto.....	47	46	19	1,019	901	983
Moncton.....	332	371	307	8,620	10,288	8,168
Newcastle.....	189	2	7	3,868	4,188	3,541
Saint John.....	164	195	174	3,763	2,859	3,717
St. Stephen.....	13	20	16	1,844	1,735	2,091
Sussex.....	25	9	20	930	1,037	835
Woodstock.....	214	7	14	2,635	2,801	2,478
Quebec	6,419	4,713	7,475	256,181	281,983	227,452
Alma.....	41	8	21	3,202	3,614	3,298
Asbestos.....	6	3	8	992	1,149	934
Baie Comeau.....	78	2	.....	1,272	1,378	.....
Beauharnois.....	24	16	20	1,543	1,754	1,281
Buckingham.....	104	31	26	1,809	2,176	1,990
Causapsal.....	419	1	386	3,937	4,230	3,803
Chandler.....	3	28	.....	2,513	3,037	2,355
Chicoutimi.....	73	69	96	2,966	3,206	3,249
Cowansville.....	72	43	.....	609	707	.....
Dolbeau.....	7	2	7	3,338	3,258	3,120
Drummondville.....	28	20	40	2,909	3,264	2,448
Farnham.....	193	119	27	913	918	1,228
Forestville.....	3	.....	801	2,030	2,113	3,418
Gaspé.....	48	6	5	2,517	2,826	2,440
Granby.....	16	38	43	2,029	2,410	2,631
Hull.....	84	26	102	5,424	6,320	3,928
Joliette.....	59	47	81	5,762	6,497	4,596
Jonquière.....	61	55	100	3,154	3,355	3,519
Lachute.....	15	12	35	1,174	1,178	1,068
La Malbaie.....	68	10	31	2,910	3,491	2,951
La Tuque.....	20	6	199	1,376	1,564	1,342
Lévis.....	33	27	208	5,672	6,192	5,091
Louiseville.....	23	24	26	1,925	2,092	1,712
Magog.....	11	6	2	692	985	795
Maniwaki.....	153	1	1	1,951	2,085	1,664
Metane.....	19	10	16	4,861	5,712	4,521
Mégantic.....	3	1	16	2,081	2,288	1,826
Mont-Laurier.....	14	13	8	1,862	2,081	1,659
Montmagny.....	10	3	18	3,016	3,181	2,860
Montreal.....	2,436	2,146	3,029	78,327	86,375	66,233
New Richmond.....	28	6	11	2,739	3,168	2,456
Port Alfred.....	10	475	4	1,435	2,265	1,462
Quebec.....	738	396	726	17,203	19,098	15,772
Rimouski.....	96	87	95	5,981	6,678	5,256
Rivière du Loup.....	27	30	18	8,060	8,565	7,031
Roberval.....	83	11	86	2,771	2,631	2,354
Rouyn.....	34	22	14	5,953	5,198	5,516
Ste. Agathe.....	33	22	15	2,001	2,040	1,714
Ste. Anne de Bellevue.....	63	58	67	1,427	1,605	1,054
Ste. Thérèse.....	34	22	35	3,019	3,458	2,015
St. Hyacinthe.....	115	48	106	3,239	3,995	2,117
St. Jean.....	55	33	89	3,241	3,476	2,334
St. Jérôme.....	40	45	73	2,799	2,843	1,855
Sept-Îles.....	273	203	85	2,991	3,065	2,163
Shawinigan.....	43	30	14	6,337	6,830	6,879
Sherbrooke.....	212	157	169	6,537	7,333	5,965
Sorel.....	67	46	73	3,063	3,533	3,000
Thetford Mines.....	34	41	69	2,594	3,078	2,787
Trois-Rivières.....	187	113	256	6,524	7,594	5,841

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(¹) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Quebec—Cont'd.						
Val d'Or.....	19	11	22	3,895	3,470	3,431
Valleyfield.....	23	13	31	3,017	3,179	2,873
Victoriaville.....	38	45	15	3,182	3,593	2,348
Ville St. Georges.....	43	26	50	5,407	5,852	5,269
Ontario.....	10,202	8,510	10,980	229,781	254,916	196,934
Arnprior.....	27	60	65	523	621	385
Barrie.....	43	26	17	1,772	1,980	1,447
Belleville.....	138	53	49	2,543	2,906	2,182
Bracebridge.....	104	69	210	1,858	2,082	1,677
Brampton.....	29	18	56	2,053	2,390	2,816
Brantford.....	125	133	73	3,359	3,661	2,069
Brockville.....	34	28	34	805	975	677
Carleton Place.....	4	3	12	470	644	433
Chatham.....	61	54	73	2,933	3,253	2,319
Cobourg.....	40	32	22	946	1,326	747
Collingwood.....	11	4	11	987	1,316	951
Cornwall.....	239	149	185	4,422	4,976	4,034
Elliot Lake.....	53	41	269	495	416	675
Fort Erie.....	29	48	11	627	878	607
Fort Frances.....	101	46	55	957	1,067	812
Fort William.....	191	77	102	3,342	4,254	2,931
Galt.....	81	98	127	1,494	1,628	1,343
Gananoque.....	61	37	20	429	512	312
Goderich.....	12	25	55	701	976	445
Guelph.....	54	60	61	2,309	2,612	1,848
Hamilton.....	871	805	799	15,722	15,962	13,287
Hawkesbury.....	25	15	16	1,103	1,389	1,281
Kapuskasing.....	9	32	27	2,203	1,728	2,041
Kenora.....	74	152	71	1,214	1,481	1,107
Kingston.....	137	122	145	2,545	2,920	2,209
Kirkland Lake.....	75	66	33	2,115	2,050	2,017
Kitchener.....	130	145	179	3,213	3,673	2,226
Leamington.....	22	41	37	1,416	2,126	1,027
Lindsay.....	24	14	11	841	944	888
Listowel.....	27	22	43	574	720	439
London.....	595	492	620	6,206	6,770	4,530
Long Branch.....	174	223	251	4,973	5,356	4,129
Midland.....	16	16	36	1,103	1,677	1,051
Napanee.....	6	7	9	856	1,019	655
Newmarket.....	44	47	74	2,106	2,257	1,485
Niagara Falls.....	83	59	62	2,643	3,187	2,648
North Bay.....	70	45	31	2,823	2,957	2,598
Oakville.....	86	83	104	1,073	1,189	829
Orillia.....	28	36	32	1,263	1,429	1,144
Oshawa.....	99	113	204	4,819	5,082	3,768
Ottawa.....	811	757	1,155	8,109	9,194	6,064
Owen Sound.....	55	54	22	2,138	2,704	1,795
Parry Sound.....	2	2	2	749	908	719
Pembroke.....	111	87	187	2,689	3,102	2,168
Perth.....	38	21	25	855	896	751
Peterborough.....	126	42	86	4,387	4,995	3,637
Pictou.....	4	1	10	556	708	434
Port Arthur.....	437	311	331	5,927	6,444	5,527
Port Colborne.....	13	10	9	1,189	1,266	1,137
Prescott.....	45	36	13	1,197	1,404	1,043
Renfrew.....	13	10	9	700	842	879
St. Catharines.....	182	138	161	4,845	5,576	4,464
St. Thomas.....	51	36	45	1,474	1,555	944
Sarnia.....	111	97	46	2,819	3,602	2,585
Sault Ste. Marie.....	192	139	243	3,069	3,159	3,117
Simcoe.....	102	38	56	1,810	2,257	1,018
Sioux Lookout.....	17	5	5	416	349	395
Smiths Falls.....	68	18	32	545	670	532
Stratford.....	43	38	55	1,237	1,408	990
Sturgeon Falls.....	19	15	6	1,536	1,640	1,406
Sudbury.....	263	140	237	5,890	6,046	5,866
Tilsonburg.....	24	16		909	1,088	
Timmins.....	153	28	74	3,649	3,483	3,563
Toronto.....	2,652	2,295	3,196	59,997	65,010	49,487
Trenton.....	55	52	44	1,155	1,272	887
Walkerton.....	77	37	45	958	1,181	765
Wallaceburg.....	5	7	3	1,015	1,238	643
Welland.....	75	7	28	2,170	2,521	2,219
Weston.....	140	143	234	4,794	5,545	5,225
Windsor.....	206	214	202	9,693	10,658	9,264
Woodstock.....	60	48		1,468	1,806	
Manitoba.....	2,684	1,878	2,989	30,543	32,987	25,042
Brandon.....	352	214	324	2,812	3,329	2,187
Dauphin.....	54	28	25	2,231	2,334	1,688
Flin Flon.....	36	39	43	321	280	331
Portage la Prairie.....	88	81	106	1,431	1,774	1,106
The Pas.....	193	107	108	506	497	556
Winnipeg.....	1,961	1,409	2,383	23,242	24,773	19,174

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1960

(SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959	(1) April 28, 1960	Previous Month March 31, 1960	Previous Year April 30, 1959
Saskatchewan	1,390	1,095	1,382	23,313	28,043	18,223
Estevan.....	69	43	80	647	809	412
Lloydminster.....	72	28		651	742	
Moose Jaw.....	221	204	213	1,714	2,399	1,200
North Battleford.....	53	32	66	1,498	1,904	1,548
Prince Albert.....	115	76	97	3,044	3,465	2,613
Regina.....	301	242	299	5,425	6,208	4,275
Saskatoon.....	307	255	351	5,290	6,227	3,985
Swift Current.....	85	93	129	853	1,391	781
Weyburn.....	30	33	30	582	807	404
Yorkton.....	137	89	117	3,609	4,091	3,004
Alberta	4,194	2,317	5,097	41,190	42,899	32,227
Blairmore.....	2	7	5	696	796	756
Calgary.....	1,093	719	1,687	11,279	12,651	7,816
Drumheller.....	24	23	25	823	927	827
Edmonton.....	2,612	1,121	2,740	20,577	20,538	17,244
Edson.....	35	17	22	916	914	883
*Grande Prairie.....	41			1,379		
Lethbridge.....	128	159	304	2,560	3,589	2,200
Medicine Hat.....	119	152	209	1,042	1,486	933
Red Deer.....	140	119	105	1,918	1,998	1,568
British Columbia	2,490	1,901	2,792	72,105	78,055	64,188
Chilliwack.....	78	50	64	1,620	1,966	1,295
Courtenay.....	18	29	19	990	1,032	852
Cranbrook.....	44	11	15	1,635	1,759	1,239
Dawson Creek.....	15	10	23	1,423	1,749	2,249
Duncan.....	38	26	24	754	1,000	659
Kamloops.....	5	15	38	1,615	1,819	2,021
Kelowna.....	19	22	27	1,529	1,959	1,337
Kitimat.....	105	48	7	252	267	295
Mission City.....	27	29	26	1,303	1,581	949
Nanaimo.....	27	33	29	1,061	1,417	1,040
Nelson.....	28	35	19	1,151	1,430	1,147
New Westminster.....	242	224	263	9,198	10,322	7,946
Penticton.....	10	18	36	1,497	1,968	1,493
Port Alberni.....	23	10	25	731	834	881
Prince George.....	44	40	83	3,739	2,696	4,093
Prince Rupert.....	11	19	15	1,730	1,777	1,781
Princeton.....	20	10	8	452	587	488
Quesnel.....	36	30		2,029	1,604	
Trail.....	124	33	47	1,196	1,398	1,257
Vancouver.....	1,098	907	1,519	30,559	32,420	26,144
Vernon.....	61	32	50	2,483	2,856	2,036
Victoria.....	156	162	270	4,622	4,969	4,276
Whitehorse.....	261	108	185	536	645	710
Canada	30,400	22,232	33,163	756,432	834,890	660,639
Males.....	15,913	10,402	16,883	581,558	652,107	498,897
Females.....	14,487	11,830	16,280	174,874	182,883	161,742

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for April 30, 1959 due to changes in the local office area.

* Commenced reporting March 28, 1960.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: FORM U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,753	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (4 months).....	252,185	168,438	83,747	17,712	64,199	89,445	56,637	24,192
1960 (4 months).....	238,101	157,635	80,466	21,406	63,597	81,405	48,032	23,661

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	37.4	142,122	3,137,737
Prince Edward Island.....	7.3	27,830	568,631
Nova Scotia.....	40.8	155,222	3,148,682
New Brunswick.....	43.3	164,418	3,479,173
Quebec.....	250.2	950,601	21,467,455
Ontario.....	209.6	796,577	17,656,624
Manitoba.....	29.0	110,202	2,404,644
Saskatchewan.....	21.7	82,319	1,828,677
Alberta.....	33.0	125,440	2,849,164
British Columbia.....	60.6	230,333	5,227,094
Total, Canada, April 1960.....	732.9	2,785,064	61,767,881
Total, Canada, March, 1960.....	733.0	3,371,925	74,844,833
Total, Canada, April, 1959.....	640.2	2,817,049	59,964,585

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, APRIL 29, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	April 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	714,894	110,752	59,376	103,381	89,703	101,347	92,738	157,597	40.7	610,770
Male.....	555,885	86,242	46,973	83,344	70,885	79,411	77,549	111,481	45.3	465,108
Female.....	159,009	24,510	12,403	20,037	18,818	21,936	15,189	46,116	24.8	145,662
Newfoundland.....	28,991	2,181	1,568	2,743	3,507	5,382	7,371	6,239	80.6	25,295
Male.....	27,345	2,021	1,468	2,595	3,327	5,085	7,181	5,668	82.4	23,620
Female.....	1,646	160	100	148	180	297	190	571	51.3	1,675
Prince Edward Island.....	4,975	247	166	309	440	851	1,322	1,640	75.2	4,347
Male.....	4,222	201	144	260	375	719	1,202	1,321	78.5	3,614
Female.....	753	46	22	49	65	132	120	319	57.0	733
Nova Scotia.....	39,743	8,574	2,092	4,348	3,938	6,485	5,976	8,330	51.8	33,849
Male.....	34,556	8,009	1,829	3,796	3,287	5,655	5,440	6,537	53.6	28,459
Female.....	5,187	565	263	552	651	827	536	1,793	39.9	5,390
New Brunswick.....	37,428	4,686	2,680	5,307	5,044	5,857	6,688	8,168	68.7	35,163
Male.....	32,003	4,122	2,444	4,789	4,503	4,944	5,038	6,163	71.7	29,714
Female.....	5,425	564	236	518	541	913	648	2,005	50.9	5,449
Quebec.....	244,031	32,079	20,018	38,611	33,824	33,956	33,054	52,489	44.3	213,157
Male.....	196,218	24,061	16,064	32,702	28,757	28,271	28,338	38,025	49.0	169,805
Female.....	47,813	8,018	3,954	5,909	5,067	5,685	4,716	14,464	24.9	43,352
Ontario.....	208,962	35,740	18,164	30,277	24,042	28,039	23,167	49,533	25.5	175,799
Male.....	147,155	25,631	13,056	22,140	16,874	19,810	17,669	31,975	27.4	119,617
Female.....	61,807	10,109	5,108	8,137	7,168	8,229	5,498	17,558	20.9	56,182
Manitoba.....	29,612	4,504	2,149	4,354	4,393	4,961	3,701	5,550	35.2	22,263
Male.....	22,064	3,372	1,532	3,244	3,148	3,663	2,960	4,145	41.9	15,962
Female.....	7,548	1,132	617	1,110	1,245	1,298	741	1,405	15.5	6,301
Saskatchewan.....	20,167	2,986	1,379	2,623	2,712	3,511	3,047	3,909	57.7	15,854
Male.....	16,042	2,412	1,121	2,112	2,130	2,756	2,560	2,951	63.1	12,137
Female.....	4,125	574	258	511	582	755	487	958	36.7	3,717
Alberta.....	37,816	8,416	4,211	5,933	5,323	5,081	3,396	5,456	39.2	29,445
Male.....	30,238	7,205	3,698	4,872	4,023	3,805	2,790	3,845	42.6	23,352
Female.....	7,578	1,211	513	1,061	1,300	1,276	606	1,611	25.4	6,093
British Columbia.....	63,169	11,339	6,949	8,876	6,480	7,224	6,018	16,283	30.6	55,598
Male.....	46,042	9,208	5,617	6,834	4,461	4,700	4,371	10,851	33.6	38,828
Female.....	17,127	2,131	1,332	2,042	2,019	2,524	1,647	5,432	22.6	16,770

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,823	4,905	918	6,527	5,846	681	2,122
Prince Edward Island.....	1,034	853	181	1,227	1,142	85	161
Nova Scotia.....	13,820	8,927	4,893	12,830	11,721	1,109	4,066
New Brunswick.....	10,585	7,868	2,717	10,631	9,462	1,169	2,864
Quebec.....	66,981	48,164	18,817	75,922	67,473	8,449	17,053
Ontario.....	67,822	45,599	22,223	72,297	62,889	9,408	16,060
Manitoba.....	8,260	6,053	2,207	8,615	7,545	1,070	1,708
Saskatchewan.....	5,694	4,579	1,115	5,993	5,203	790	1,545
Alberta.....	12,560	9,116	3,444	14,306	12,266	2,040	3,555
British Columbia.....	22,044	13,822	8,222	24,546	21,010	3,536	5,135
Total, Canada, April 1960.....	214,623	149,886	64,737	232,894	204,557	28,337	54,269
Total, Canada, March 1960.....	283,545	202,589	80,956	274,772	242,254	32,518	72,540
Total, Canada, April 1959.....	206,947	144,232	62,715	229,999	199,733	30,266	37,411

* In addition, revised claims received numbered 36,665.

† In addition, 37,587 revised claims were disposed of. Of these, 3,452 were special requests not granted and 1,433 were appeals by claimants. There were 6,622 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—March.....	4,306,300	3,483,300	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500
May.....	4,072,900	3,630,000	442,900†
April.....	4,134,000	3,523,200	610,800

* Revised on the basis of June 1, 1959 book renewal.

† The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For the other months, the number of claimants is taken from the count of persons having an unemployment register in the "live file" at the end of the month, as shown in Table E-2 for each month.

**TABLE E-5.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1960**

Final

SOURCE: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE					EXPENDITURE				BALANCE	
	Contributions (Gross less refunds)		Fines and Penalties	Interest on Investments	Profit or Loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			
	Employer and Employee	Government						Ordinary	Supplementary and Seasonal		Total
To 1951.....	773,530,580 72	154,683,635 01	76,106 49	77,038,812 58	P. 581,831 13	.....	1,005,911,055 93	335,401,495 46	5,929,183 68	341,330,679 14	664,580,376 70
1952.....	153,887,858 49	30,805,704 77	33,344 00	19,075,691 98	L. 29,188 00	.....	203,773,411 24	85,559,677 68	4,564,758 92	90,154,436 60	773,199,351 43
1953.....	155,184,595 10	31,036,836 18	36,085 94	22,912,882 82	P. 22,125 38	.....	209,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	585,584,646 63
1954.....	158,673,276 19	31,735,867 91	36,833 77	25,914,857 03	P. 179,647 21	.....	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	891,271,193 24
1955.....	158,800,309 41	31,771,463 88	36,787 72	26,071,899 09	P. 303,369 55	.....	217,046,829 65	232,757,808 10	24,870,638 12	257,628,046 22	840,062,316 77
1956.....	169,726,970 28	33,948,572 66	31,700 00*	24,909,609 60	P. 95,323 07	.....	228,711,745 61	180,038,064 37	35,167,479 42	215,205,543 79	874,198,318 59
1957.....	188,001,489 34	37,587,440 77	43,826 63	27,063,498 80	L. 1,024,412 77	.....	251,671,851 77	201,196,193 03	30,099,525 67	231,295,718 70	874,574,651 66
1958.....	192,305,408 61	38,484,140 23	46,685 92	27,937,594 99	L. 4,182,335 04	.....	254,701,803 71	327,907,809 48	57,168,521 02	385,076,330 50	744,200,124 87
1959.....	185,487,041 58	37,097,408 31	47,735 63	21,725,096 30	L. 10,115,171 51	.....	234,242,110 31	362,155,761 67	116,475,316 00	478,631,077 67	499,811,157 51
To 1959.....	2,135,747,529 65	427,151,037 72	388,566 10	272,733,223 19	L. 14,212,861 74	.....	2,821,807,544 92	2,028,450,887 61	293,545,499 80	2,321,996,387 41	499,811,157 51
April.....	11,038,718 18	2,196,040 36	3,288 22	1,434,199 21	.....	90,410 95	14,581,814 02	37,518,022 59	22,412,480 03	59,330,502 62	454,562,498 91
May.....	14,630,171 09	2,934,492 15	4,249 12	1,487,552 99	L. 525 00	244,246 57	18,531,083 78	26,559,713 82	13,886,567 73	40,446,281 55	432,847,911 14
June.....	15,204,649 67	3,056,913 16	3,640 75	1,436,819 73	.....	285,890 41	19,406,132 90	17,365,062 40	736,291 00	18,101,353 40	434,152,690 64
July.....	17,128,698 80	3,424,264 18	4,140 43	1,453,064 16	.....	288,680 13	21,791,667 44	14,546,404 11	40,813 00	14,587,217 11	441,357,140 97
August.....	15,980,095 44	3,192,660 46	3,152 02	1,457,998 90	P. 2,280 00†	209,178 08	20,426,861 74	13,108,371 75	14,784 00	13,123,155 75	448,660,846 96
September.....	15,573,151 04	3,115,029 95	3,530 33	1,453,127 33	.....	162,328 79	20,453,518 85	13,365,052 41	10,534 00	13,375,586 41	455,238,779 41
October.....	18,333,280 91	3,670,716 21	3,588 89	1,462,008 84	L. 687,250 00	152,465 75	23,357,196 24	13,756,928 32	4,626 00	13,761,554 32	464,834,421 33
November.....	22,638,330 12	4,596,127 60	4,238 98	1,417,098 34	L. 1,955,587 50	74,951 50	27,823,610 54	17,477,089 35	1,687 00	17,478,776 35	475,178,655 52
December.....	23,871,812 25	4,774,727 08	4,746 60	1,393,288 86	L. 1,465,587 50	2,064 80	28,576,333 39	27,108,906 35	5,552,426 60	32,661,332 95	471,094,255 37
January.....	22,273,605 87	4,656,890 10	4,711 23	1,430,688 40	L. 3,209,437 50	2,320 55	29,135,805 55	42,062,777 82	12,281,896 37	54,344,674 19	484,885,337 32
February.....	22,409,305 87	4,482,607 14	6,823 84	1,181,194 43	L. 3,209,437 50	31,892 07	24,841,607 92	45,806,999 08	16,718,968 75	62,585,968 43	408,141,026 31
March.....	28,513,972 44	5,692,702 04	5,609 85	1,213,747 72	L. 2,835,671 50	12,080 11	32,588,270 44	52,233,923 85	22,603,140 44	73,537,064 30	365,892,232 95
Sub-Total.....	228,615,701 68	45,723,140 33	51,775 86	16,854,856 16	L. 8,413,691 50	1,516,639 71	281,315,142 82	320,969,852 46	94,264,214 92	415,234,067 38	365,892,232 95
Total.....	2,364,363,231 33	472,874,228 05	440,341 96	289,588,079 35	L. 22,626,583 24	1,516,639 71	3,103,122,687 74	2,349,420,740 07	387,809,714 72	2,737,230,454 79	365,892,232 95

* Penalties from 1 October 1955.

† Seasonal from 1 January 1956.

‡ Recovery of a loss recorded on a previous sale.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1960

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1959	April 1960	May 1960					
St. John's, Nfld. (1).....	114.2	115.6	115.9	113.9	115.7	107.6	109.9	128.0
Halifax.....	125.4	127.0	126.8	116.3	134.2	120.2	129.5	140.0
Saint John.....	126.9	129.1	128.6	120.7	138.5	118.9	124.2	143.3
Montreal.....	125.9	127.6	127.2	124.6	145.1	105.3	118.7	138.2
Ottawa.....	126.0	128.0	127.7	119.7	148.3	113.8	121.4	137.7
Toronto.....	128.1	129.7	129.8	119.3	153.3	113.8	124.1	139.8
Winnipeg.....	122.8	124.7	124.8	118.3	134.2	117.8	120.0	134.7
Saskatoon—Regina.....	122.1	123.6	123.4	117.0	124.4	122.1	125.2	129.2
Edmonton—Calgary.....	122.0	123.4	123.3	114.3	124.4	120.2	127.5	133.1
Vancouver.....	126.8	128.2	128.1	120.0	138.9	116.9	132.0	136.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: May.....	20	32	5,359	60,830	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	2,000	10,000
Manufacturing.....	17	2,164	16,530
Construction.....	11	1,858	33,790
Transportation, etc.....	1	31	40
Public utilities.....			
Trade.....	3	630	10,580
Finance.....	1	153	3,210
Service.....	4	316	750
All industries.....	38	7,152	74,900

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	60	1,130
New Brunswick.....			
Quebec.....	9	2,267	17,420
Ontario.....	20	4,034	43,280
Manitoba.....	2	144	2,870
Saskatchewan.....			
Alberta.....			
British Columbia.....	3	616	10,160
Federal.....	1	31	40
All jurisdictions.....	38	7,152	74,900

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MAY 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termina- tion Date	Major Issues ~ Result
			May	Accu- mulated		
MINING— <i>Metal Mining—</i> Falconbridge Nickel Mines, Falconbridge, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	2,000	10,000	10,000	May 16 May 20	Wearing of safety glasses during entire shift~Re- turn of workers.
MANUFACTURING— <i>Iron and Steel Products—</i> La Fonderie Ste. Croix, Ste. Croix, Cte. Lotbiniere, Que.	Metal Trades Federation (CCCL)	113	450	7,460	Feb. 3 May 6	Reduction in wage rates~ Amended wage schedule agreed upon.
<i>Chemical Products—</i> Shawinigan Chemicals, Shawinigan, Que.	CCCL—chartered local	1,496	9,620	9,620	May 6 May 14	Seniority rights~Return of workers, seniority rights to be discussed.
CONSTRUCTION— Foundation Company of Canada, Gatineau, Que.	Building trades unions (Hull Council, AFL-CIO)	200	2,000	3,000	Apr. 25 May 16	Union recognition~Re- turn of most workers.
Toronto Federation of Painting Contractors, Toronto, Ont.	Painters (AFL-CIO/CLC)	1,500	30,000	30,000	May 4	Wages~
TRADE— Three Hardware Firms, New Westminster and Vancouver, B.C.	Retail, Wholesale Em- ployees Loc. 535 (AFL- CIO/CLC)	590	9,740	9,740	May 6	Wages, seniority, fringe benefits~
FINANCE— Société Mutuelle d'Assurances Générales de l'U.C.C. Montreal, Que.	CCCL-chartered local	153	3,210	5,660	Apr. 7 May 24	Union recognition~Union recognized.
SERVICE— <i>Business Service—</i> Brink's Express Co. of Canada, Montreal, Que.	Teamsters Loc. 106 (Ind.)	160	160	160	May 13 May 14	Wages~15¢ an hour in crease of which 7¢ an hour is retroactive.
<i>Personal Service</i> Prince Edward Hotel, Windsor, Ont.	Hotel Employees Loc. 743 (AFL-CIO/CLC)	110	90	90	May 14 May 15	Wages~\$25.00 in lieu of retroactive pay from May 1, 1960; 4¢ an hour increase effective May 1, 1960, a further 3¢ increase effective May 1, 1961.

EXPLANATORY NOTES

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S.

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on the preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining & Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by—													
(a) Tools, Machinery, Cranes, etc.....		1		4	3			1					9
(b) Moving Vehicles.....	1			2		1	1	3	2		1		11
(c) Other Objects.....	4	15		6	9	7	1	1	1		2		46
Caught In, On or Between Machinery, Vehicles, etc.....	2	3	3	3	10	4		7			1		30
Collisions, Derailments, Wrecks, etc.....	4	2	5	2	2	2		14	6		2		39
Falls and Slips—													
(a) Falls on Same Level.....					1	1		1	1				4
(b) Falls to Different Levels.....		8	2	3	6	5		10			2		36
Conflagrations, Temperature Extremes and Explosions.....		2		1	5	3					7		18
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....				7	7	1		1	2		2		20
Electric Current.....					2	1	2	2					7
Over-Exertion.....								1			1		2
Miscellaneous Accidents.....				1	1			1	1				4
Total, First Quarter 1960.....	11	31	7	29	46	25	4	42	13		18		226
Total, First Quarter 1959.....	9	35	17	43	40	50	7	40	16	1	19		277

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1960

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					2	8				1		11
Logging.....				2		5			4	20		31
Fishing and Trapping.....			6							1		7
Mining and Quarrying.....			4	1	3	11		3	1	6		29
Manufacturing.....	2		3		11	15	2		6	7		46
Construction.....	1		1	2	2	11	2	1	2	3		25
Public Utilities.....						2	2					4
Transportation, Storage and Communications.....			4	3	8	11	3	1	6	6		42
Trade.....	1			1		5			3	3		13
Finance.....												
Service.....				1	5	8		1		3		18
Unclassified.....												
Total.....	4		18	10	31	76	9	6	22	50		226*

* Of this total 174 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 52 were obtained from other, non-official sources.